

11 Wake-Up Calls

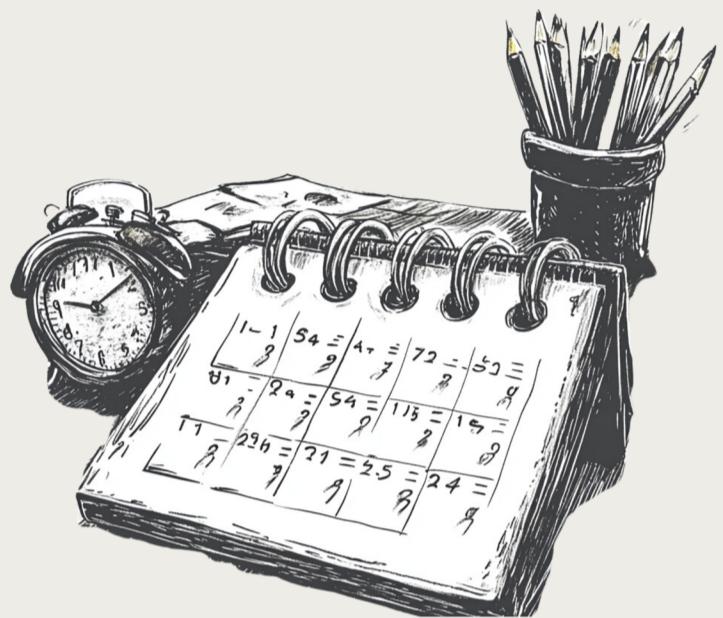
All leaders need to hear

1. When your team has stopped telling you bad news.



You haven't built trust, you've built fear.

2. When your calendar is full but impact is empty.



You're
managing time,
not results.

3. If you blame the team for failures but claim victories alone.



You're not
leading, you're
taking credit.

4. If you're still the smartest person in every meeting.



You're hiring for comfort, not growth.

5. When decisions only flow top-down.



You've created soldiers, not leaders.

6. If your best people are updating their resumes.



Your "open door"
was just
decorative.

7. When your best people stop challenging you in meetings.



They've already
decided you
don't listen.

8. If your team celebrates louder when you're away.



You're the
constraint, not
the catalyst.

9. If you talk more than you listen.



You're leading
by power, not
wisdom.

10. If no one has outgrown their role in a year.



You're creating ceilings, not opportunities.

11. If you're focused on being right.



You've stopped being effective.

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