

Do You Really Know Your *Team*?

You manage their output every day. But leadership begins where the org chart ends — in the things you were never told.

How to use this. Sit with one question at a time. For each name that surfaces, act. For every name you can't fill in, you've just found the conversation you owe someone this week.

- 01** Who on your team is quietly caring for a family member while carrying a full load at work?
 - 02** Who thrives on public recognition — and who would rather you praised them in private?
 - 03** Who has seriously considered leaving in the last six months?
 - 04** Who is struggling silently, holding it together in every meeting?
 - 05** Whose ambition are you underusing — what could they do if you finally asked?
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THE BOTTOM LINE

If you couldn't confidently name a person for even one of these, that's not a failure — it's your next move. Great leaders don't know everything. They ask.



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