

The 100 Behaviors Guaranteed to Destroy Your Credibility as a Leader

By: Bea Fields

In this day and age, I will be the first to admit that it is tough to be a leader. The world is changing by the minute, and as a leader, hundreds of eyes are on you...watching and critiquing every move you make.

The following behaviors are the most common I have observed in my work as an executive coach and consultant to be the biggest derailment factors in a leader's life. These behaviors can seriously hurt your credibility and prevent you from building trust with others and effectively leading your team. Over time, if used repeatedly, these behaviors can literally destroy your business or organization.

If any of these behaviors are causing you a challenge in your life as a leader, I invite you to contact me for a consultation to discuss how I can help you begin to design a developmental plan to improve your overall leadership effectiveness.

The 100 Behaviors Guaranteed to Destroy Your Credibility as a Leader:

- 1) Playing favorites
- 2) Surrounding yourself with "yes men and women"
- 3) Not following through on commitments
- 4) Tardiness
- 5) Making excuses for mistakes
- 6) Blaming other people/finger pointing
- 7) Being disorganized
- 8) Arrogance/know it all attitude
- 9) Talking big and playing small
- 10) Insensitivity
- 11) Cryptic communication
- 12) Long, drawn-out communication
- 13) Technophobia
- 14) Lack of interest in self development
- 15) Stuck in the past
- 16) Thwarting the creative process
- 17) Not listening to young talent
- 18) Allowing problems to fester without action
- 19) Low standards
- 20) Making promises you can't keep
- 21) Playing both sides of the fence/not taking a stand
- 22) Telling people what you think they want to hear...not what they need to hear
- 23) Conflict avoidance

- 24) Hiding during a crisis
- 25) Striving for results at all costs
- 26) Making jokes at the expense of others
- 27) Sarcasm
- 28) Overly concerned about what other people think
- 29) Giving up
- 30) Losing cool under pressure
- 31) Getting easily rattled
- 32) Lack of respect for cultural beliefs of employees
- 33) Overly task oriented
- 34) Micro managing others
- 35) Lack of knowledge about the competition
- 36) Can't juggle multiple projects and people
- 37) Makes light of tiny details that can improve results
- 38) Lack of business savvy
- 39) Low emotional intelligence
- 40) Lack of political savvy
- 41) Not open to feedback
- 42) Not coachable
- 43) Being detached
- 44) Unable to build rapport
- 45) Unable to build consensus
- 46) Does not pick up on common social cues
- 47) Difficulty dealing with ambiguity
- 48) May rush when a challenge needs more thinking time
- 49) Avoids talking openly about his/her life and story
- 50) Lack of passion
- 51) Physically, mentally and emotionally burned out
- 52) Can't or won't delegate
- 53) Fear of losing control
- 54) Constantly clashes with others
- 55) Gossips about others
- 56) Betrayal of trust
- 57) Procrastination
- 58) Change resistant
- 59) Scattered/can't focus
- 60) Continually double books, misses appointments, late for flights/transportation
- 61) Gets bogged down in details
- 62) Is intimidating
- 63) Does not listen
- 64) Brown noses higher management
- 65) Bullies others

- 66) Poor planning skills
- 67) Confuses others
- 68) Demotivating...a real drag on others
- 69) Lack of strategic agility
- 70) Puts high pressure on team members at the last minute
- 71) Barks orders
- 72) Does not understand human behavior
- 73) Unwilling to adjust to new people and environments
- 74) Rudeness
- 75) Hard to read/closed book
- 76) Defensive
- 77) Not willing to negotiate
- 78) Overly competitive
- 79) Lack of respect for low ranking employees
- 80) Lives in a closed network
- 81) Interrupts others
- 82) Tries to always steal the show
- 83) Fear of rejection
- 84) Talking "around a subject" instead of being direct about the elephant in the room
- 85) Delaying problem solving, hoping it will just "go away"
- 86) Perfectionism
- 87) Narcissism
- 88) Holds onto negative stereotypes
- 89) Does not care about developing people
- 90) Cannot empower others
- 91) Overly analytical
- 92) Cuts people off
- 93) Dominates others
- 94) Does not take time for customer contact and feedback
- 95) Cynicism
- 96) Shows anger and frustration often
- 97) Uncomfortable with people who are experiencing pain, loss or crisis
- 98) Not accessible to employees other than the C-level executive team
- 99) Using old solutions to solve new problems
- 100) Cannot take command when needed

If any of the above behaviors are causing a challenge for you or for a leader in your life, I invite you to contact Bea Fields at 910-692-6118 or beafields@beafields.com for a 15-minute consultation. I am dedicated to helping leaders improve their lives through a very dedicated coaching process.



ABOUT BEA FIELDS

Bea Fields is the President of Bea Fields Companies, Inc. and the Founder of Five Star Leader Coaching and Training, a leadership consulting firm currently serving over 800 clients world-wide. Along with Scott Wilder, Jim Bunch and Rob Newbold, she is the co-author of *Millennial Leaders: Success Stories From Today's Most Brilliant Generation Y Leaders*. The new book explores and analyzes Generation Y - the young adults currently between the ages of 18 and 30 - from a socio-economic standpoint. The book highlights 25 members of this generation who have already made a name for themselves, and provides crucial insights for business and political leaders seeking to tap into this demographic. Along with Corey Blake and Eva Silva Travers, she is also the author of *Edge: A Leadership*

Story, which was named a finalist in the 2008 National Best Book Awards in the category of Business/Motivation.

Fields' educational background includes a bachelor's degree from The University of Alabama, and a certificate degree in Leadership Coaching from Georgetown University in Washington, DC. She holds several important certifications which include The International Coach Federation's Professional Certified Coach (PCC) designation and the Guerrilla Marketing coach certification. Fields received the Thomas Leonard Award in 2006, which is an honor bestowed on a coach who has exhibited mastery in the profession of executive coaching.

Bea Fields Companies, Inc. has had great success in using a variety of leadership and business development programs to assist clients in the areas of marketing, sales, strategic planning, business development, strategic alliance development, training and event development, creative writing, customer service, and public speaking.

In addition to her consulting work, Fields maintains an active role in her community. She has served on the Board of Visitors for The University of North Carolina's Children's Hospital, and the board of directors for The Sandhills Children's Center in Southern Pines, North Carolina. She has also served as a director for The FirstHealth Hospice Foundation in Pinehurst, North Carolina, and The Episcopal Day School in Southern Pines, North Carolina.

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