

I believe in my staff so much that I can overlook their flaws.

I wish my staff were more proactive.

I wish my staff were more like me.

I resent that I have to make time to observe and provide feedback to my staff.

I don't feel like I have enough content expertise to support my staff.

I need my staff to take on more responsibility but I don't think they can.

If I don't give my staff every detail they won't think for themselves.

I have a hard time hiring the right people.

I don't expect much from my staff because they are pretty young/inexperienced.

My staff struggle with administrative tasks.

I dread giving feedback to staff who are my friends.

My staff come to me with questions about minor details they should be able to do themselves.

If I don't have enough time to follow up on my staff things fall through the cracks.

My staff get confused between seeing me as a boss and as a friend.

I feel hesitant to coach my staff on a skill I am still developing myself.

I am afraid to give my staff too much responsibility because if they drop the ball it creates more work for me.

I wish my staff could read between the lines better when I'm giving them feedback.

My staff need feedback in areas that are uncomfortable for me to talk about.

My staff expect more supervision from me than I get from my supervisor.

My staff have bad habits because they were poorly supervised by the person who came before me.

My staff can be entitled and disrespectful.

I worry that race and culture can get in the way of my supervision process.

My staff push back on feedback I give them (or disagree with my feedback).

I feel challenged by my staff's learning style.

I have a hard time not giving my staff my opinions about how they live their personal life.

I suspect that my staff come to work intoxicated or hung over.

I resent that my staffs' personal lives interfere with their behavior at work.

My staff are on
Facebook or
surfing the web
too much at work.

My staff resent
me because they
think I represent
hierarchy.

My staff often
don't accept
responsibility
for things that
are their fault.

My staff can
be lazy or
undisciplined.

My staff perceive
any feedback
from me as
controlling.

I feel
disappointed in
the work my staff
do sometimes.

There are times
when I just don't
like the person
I'm supervising.

My staff say
things to me that
hurt my feelings.

I wish my staff
would work
harder.