

Derailer list from Wells Fargo Insights 2002

See Rachel Drohat printout for details and graphic presentation (John has)

“Extensive research has shown that over-dependence on a strength or engaging in certain other negative behaviors – career stalling or derailing behaviors – can have an adverse effect on career as well as result in under-performance on critical competencies. If left unattended, these behaviors could stall or derail your career.”

- Abrasiveness or insensitivity to others
- Use of intimidation or threats
- Cold, aloof, arrogant; makes others feel stupid
- Betrayal of trust; doesn't keep promises
- Has difficulty building an effective team
- Overly ambitious; promotes self at the expense of others, always thinking of next ob
- Inability to staff effectively; selecting the wrong people
- Inability to think strategically; mired in details and technical problems, doesn't grasp the big picture
- Inability to adapt to a boss with a different style
- Over-dependence on a mentor or advocate
- Has difficulty understanding and appreciating perspectives that are different from his/her own; inflexible
- Exercises too much control when leading; allows too little autonomy
- Provides too little direction when leading others
- Risks creating burnout or retention problems by driving others too hard
- Makes ethically questionable decisions to achieve business results