

## Abrasive Leaders – Organizational Actions Checklist

Here's a simple but painful truth: abrasive leadership persist because organizations allow it to.

The list below offers you the opportunity to assess your organizational capacity to prevent leaders from behaving in a harsh interpersonal manner and, when it does occur, to address it successfully.

The list consists of 10 key competencies. Please rate on a 1 to 10 scale the level of capacity that your organization has in each of these competency domains.

	Competency	On 1-10 scale?
1	Leaders and staff have a thorough understanding of our values, as they pertain to respectful interpersonal conduct	
2	Our leaders clearly understand what's expected of them in terms of respectful conduct, and the consequences of not living up to expectations	
3	Our hiring practices screen for abrasiveness effectively	
4	Our processes include regular and consistent feedback loops that allow us to detect abrasive leadership	
5	When our organization becomes aware of an abrasive leadership behaviour, we address it early and decisively	
6	We have clear and reliable processes that enable people who are affected by abrasive leaders to escalate their concern	
7	Our performance appraisal process enables us to effectively preempt and address harsh interpersonal conduct	
8	We do not reward abrasive behaviour in any way, monetary or otherwise	
9	We do not solve abrasive leadership issues by using 'band-aid solutions', such as transfers or other workarounds	
10	Once we take action to address an abrasive leadership issue, we follow up regularly to ensure that the desired change is taking place	

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Bar-David Consulting Inc. offers solutions for creating respectful workplaces and revitalizing the effectiveness of abrasive leaders. For your free consultation, call us at (416)781-8132.