



THE
JOHN BARRETT
LEADERSHIP PODCAST



LEADER GUIDE



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Notes

Episode 51: 6 Pitfalls Every Leader Should Avoid

The 6 Pitfalls:

1) _____ don't _____

2) _____ don't _____

- Tactical vs Relational Interaction

3) _____ don't _____

- Objective vs Subjective Feedback

4) _____ don't _____

5) _____ don't _____

- Internal vs External Motivation

6) _____ don't _____



Reflection

Episode 51: 6 Pitfalls Every Leader Should Avoid

Episode Summary:

Are you holding yourself back as a leader without even realizing it? Over the past 25 years of coaching leaders across all kinds of industries, I've noticed there are six subtle pitfalls that can seriously sabotage your influence. This episode is all about helping you avoid those traps. We'll talk about how to actually support your team with the resources they need to succeed, not just dump tasks on them. You'll learn why checking in with your team relationally, not just focusing on the to-do list, makes a huge difference. I'll also show you how to develop people through questions, not constant direction, and how to coach based on their strengths instead of trying to control every move. We'll cover authentic motivation—because one-size-fits-all just doesn't cut it—and the power of bringing clarity instead of complexity. If you want to identify your biggest leadership blind spot and grow into a more impactful, trusted leader, this one's for you.

Reflection Questions:

- How do you ensure you're supporting rather than sabotaging your team's success?
- What's your current ratio of tactical vs. relational interactions with your team?
- In what ways might you be directing more than developing your team members?
- How do you distinguish between objective feedback and subjective control in your leadership?
- What strategies do you use to understand your team members' individual motivation styles?
- How do you maintain clarity while avoiding unnecessary complexity in your leadership?
- Which of the six pitfalls resonated most with your current leadership challenges?
- What specific changes could you implement this week to avoid these leadership pitfalls?