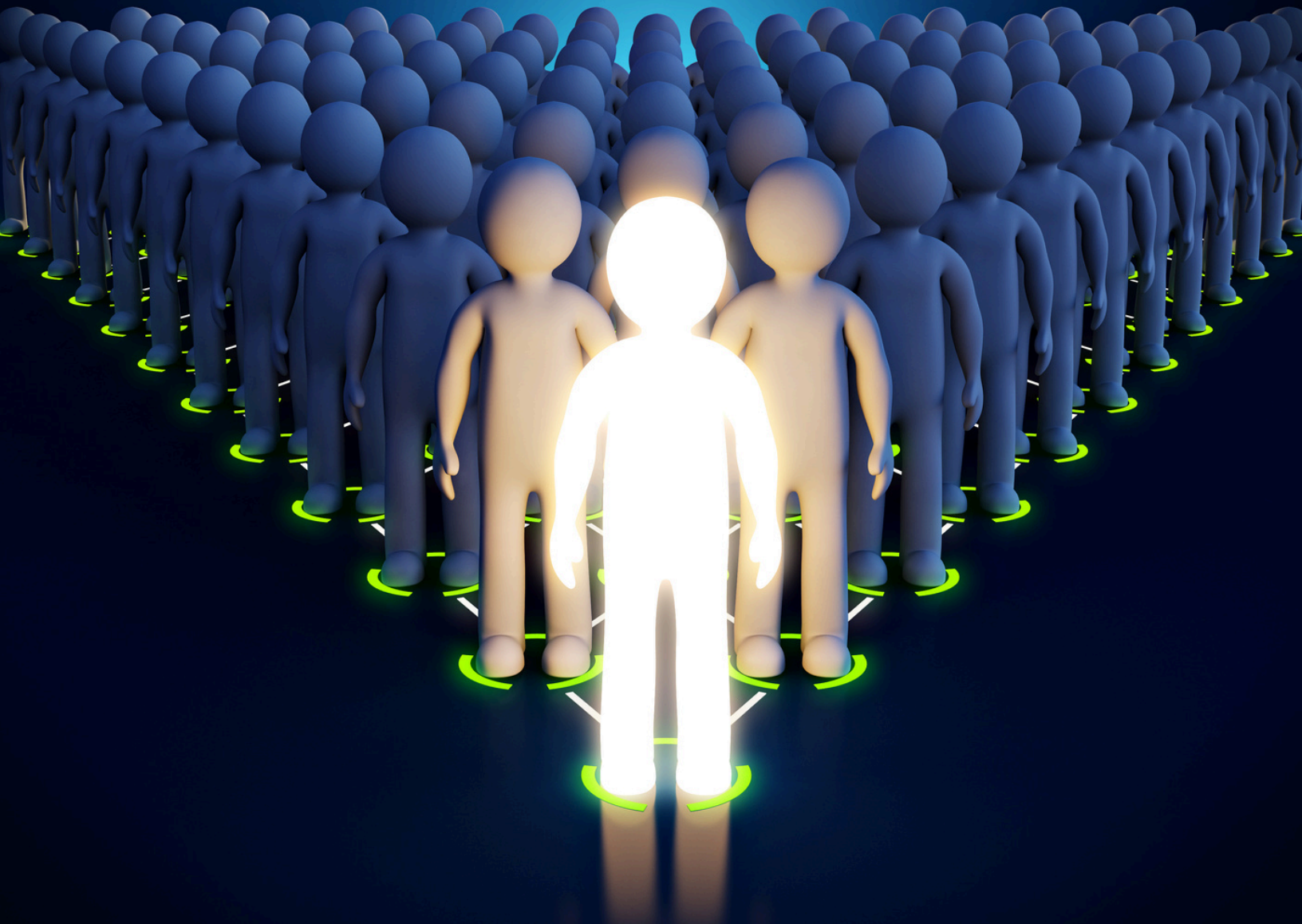




THE
JOHN BARRETT
LEADERSHIP PODCAST



LEADER GUIDE



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Notes

Episode 60: Why Teams Resist & What To Do About It

Resistance is not an enemy. It is an indicator that something deeper needs attention, and great leaders lean into it rather than dismissing or ignoring it.

When you encounter resistance, your job is to diagnose it through 6 lenses:

1) Is it a _____ problem?

2) Is it a _____ problem?

3) Is it a _____ problem?

4) Is it a _____ problem?

5) Is it a _____ problem?

6) Is it a _____ problem?



Reflection

Episode 60: Why Teams Resist & What To Do About It

Episode Summary:

Leadership becomes challenging when teams resist new initiatives, but resistance is often a symptom of deeper issues. Great leaders understand that issues are never the real issue - it's always the issue behind the issue that matters most. To diagnose resistance effectively, leaders should examine six key areas: who is involved, what is being asked, when it's happening, where it's taking place, why it matters, and how it's being executed. By digging deeper through these filters rather than addressing surface-level symptoms, leaders can identify root causes and transform resistance into engagement. The key is moving from leading with answers to leading with questions, inviting team members into the problem-solving process.

Reflection Questions:

- Issues are never the issue; it is the issue behind the issue that is the real issue.' Can you think of a time when you addressed a surface-level problem only to find a deeper root cause underneath it? What did you discover?
- When you encounter resistance from others, what is your first instinct? Do you tend to push through, pull back, or try to investigate what is really going on?
- John describes a 'Who problem' as resistance rooted in relational tension or a lack of trust. How important do you think trust is in a team setting, and what are some practical ways to build or rebuild it?
- Have you ever been part of a group where the vision or goal was clear, but the timing felt completely wrong? How did that affect the team's energy and commitment?
- John references Simon Sinek's idea of 'Start with Why.' Why do you think people are more motivated and committed when they understand the purpose behind what they are being asked to do?
- Think about the environments where you do your best thinking and collaborating. What makes those environments work well for you, and how could that insight help the groups you are part of?