Leadership in flow
a flowprofiler® series

Kick-Off Worksheet

Hand Brake Behaviours of Workplace Culture

- ❍ Choose 1 animal character
- ❍ Record a situation (without naming names) where you have observed that behaviour at work
- ❍ What did/could you have done to manage this 'hand brake' behaviour?

Animal:

Situation:

What could/did you do?

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The Lazy Lizard

Lazy Lizard puts in minimal effort, consistently evading tasks and relying on others to complete projects. This habit piles extra pressure on teammates, causing resentment and lowered morale. Over time, the team normalises low standards, and accountability fades.

Colleagues may feel demotivated or tempted to mimic this behaviour, seeing slackness go unchallenged. Deadlines are threatened, productivity stalls, and negative sentiment grows. Ultimately, Lazy Lizard creates an environment where underperformance is tolerated, weakening cohesion and overshadowing collective achievements.

Flaky Flamingo regularly commits to tasks but fails to follow through, often bailing out at the last moment. This unreliability forces colleagues to scramble, causing frustration and resentment. Repeated broken promises erode trust and hinder collaboration, leaving teammates unsure whether they can depend on Flaky Flamingo's input. Deadlines become jeopardised, and overall productivity suffers.

Over time, the workplace culture grows strained, as fairness and accountability are called into question. When people feel they must constantly compensate for someone else's unpredictability, morale dips and engagement falters. Such an environment ultimately derails teamwork, preventing the group from reaching its full potential.



The Flaky Flamingo



The Gossipy Gorilla

Gossipy Gorilla thrives on rumours, sharing private information and stirring speculation. They frequently divulge confidential details, often distorting facts for dramatic impact. This behaviour creates suspicion, erodes trust, and disrupts effective communication. Team members grow wary, fearing their words may be twisted or leaked.

Over time, relationships fracture, morale drops, and collaborative efforts falter. Suspicion and self-preservation overshadow openness, making it difficult to build genuine connections or cultivate a supportive atmosphere. Ultimately, a gossip-ridden workplace culture saps productivity and stifles innovation, as time and energy are diverted to rumour control rather than constructive action.

Oblivious Ostrich habitually buries its head in the sand, ignoring glaring issues and hoping they'll vanish. They assume challenges will resolve themselves, discouraging open dialogue about potential risks. This denial delays solutions, undermines accountability, and breeds complacency.

Over time, blind optimism erodes trust in leadership and stifles proactive planning, leaving teams unprepared for mounting problems. The workplace becomes reactive rather than proactive, with morale suffering as repeated oversights go unaddressed. Ultimately, this culture of avoidance weakens collaboration, causing both individual and organisational performance to falter.



The Oblivious Ostrich



The Drama Lama

Drama Lama thrives on stirring up emotive conflict, gossip, and sensationalism. They blow minor issues out of proportion, dragging colleagues into personal feuds and fuelling rumours. This constant drama distracts from key tasks, undermines trust, and stifles productivity. Team members become anxious, wary of getting caught in the next uproar, which weakens collaboration.

Over time, this behaviour erodes morale and professional relationships, overshadowing genuine achievements with unnecessary theatrics. The workplace becomes fraught with tension and fatigue, draining energy from more meaningful efforts. Such a chaotic environment ultimately hampers team effectiveness and undermines overall performance.

Moaning Mongoose constantly complains, highlighting only the negative aspects of any situation. They rarely propose solutions, creating a draining atmosphere that saps motivation and engagement.

Over time, this perpetual pessimism erodes morale, reducing productivity and collaboration. Team members grow weary of the endless gripes, and creative problem-solving suffers. The culture weakens as negativity overshadows achievements, stifling a can-do spirit and blocking progress.



The Moaning Mongoose



The Passive-Aggressive Porcupine

Passive Aggressive Porcupine deploys subtle digs, backhanded compliments, and veiled criticisms, leaving colleagues uncertain of their intentions. They rarely confront issues openly, instead fuelling tension through snide remarks or silent treatment. These behaviours create mistrust, frustration, and fear of hidden barbs.

Over time, team members grow guarded, stifling honest communication and collaboration. Work relationships fracture as unresolved conflicts simmer beneath the surface. Morale dips as people tread carefully around passive aggression. Ultimately, the workplace becomes fraught with tension and suspicion, undermining unity and inhibiting productivity and innovation.

Interrupting Iguana habitually cuts people off mid-sentence, overshadowing others' contributions and eroding respectful dialogue. This constant disruption frustrates colleagues and stifles the flow of ideas. Team members feel unheard, leading to disengagement and low morale. Over time, resentment builds as people hesitate to speak, depriving the team of valuable insights.

Open communication suffers, trust diminishes, and solutions are delayed. Ultimately, a workplace dominated by interruptions becomes less inclusive, limiting diverse perspectives and undermining collaboration, which weakens overall performance and creativity.



The Interrupting Iguana



The Hoarding Hamster

Hoarding Hamster jealously guards knowledge, resources, or opportunities, refusing to share them with others. This protective stance fosters an atmosphere of secrecy, breeding mistrust and frustration. Teammates may struggle to access crucial tools or information, stalling projects and impeding overall productivity.

Over time, resentment builds as colleagues question the fairness and inclusivity of their environment. Collaboration diminishes when people fear sharing might be one-sided, blocking open communication and idea exchange. The result is a fragmented, competitive culture, where efficiency and innovation suffer. Morale declines, as individuals feel unsupported and unable to thrive together, further weakening team cohesion.

Deceptive Dingo manipulates facts, twists information, and withholds key details to maintain an advantage. They often mislead or lie by omission, sowing confusion and distrust. Team members become wary, reluctant to share ideas or collaborate, worried about sabotage or misrepresentation. This undermines the open, honest culture vital for innovation and morale, feeding suspicion and resentment. Over time, Deceptive Dingo's behaviour corrodes relationships, hampers progress, and creates a toxic environment where truth is questionable, and trust is lost.



The Deceptive Dingo



The Critical Chameleon

Critical Chameleon constantly criticises others while changing stances to suit their own agenda or avoid blame. They can appear supportive initially but swiftly switch to fault-finding, leaving colleagues on edge.

Over time, this erodes trust, as their inconsistency fosters confusion and frustration. Team members struggle to work cohesively, uncertain whether critique is genuine or self-serving. Collaboration suffers, morale dips, and growth stalls as people fear they'll be the next target. The workplace becomes rife with defensiveness and suspicion, impeding open discussion and shared accountability.

Bossy Baboon is overly controlling, often micromanaging tasks and rarely trusting colleagues to perform their roles. They frequently issue orders without offering constructive guidance, dismissing others' input with an overbearing attitude. This behaviour hinders open communication, stifles creativity, and breeds resentment. Employees may feel undervalued or powerless, leading to tension, reduced morale, and higher turnover.

A workplace led by a Bossy Baboon lacks collaboration, because fear overrides genuine engagement. In the long run, this toxic dynamic



The Bossy Baboon



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Personal Accountability

Taking **RESPONSIBILITY** for **your** actions and decisions.

Taking **OWNERSHIP** of outcomes and consequences.

Transparent. Answerable. Growth Mindset.

❍ Complete the following exercise

1.Self-Awareness:

Record two situations where you have fallen into the trap of exhibiting any of these 'hand brake' behaviours

2.Self-Regulation:

What did/could you have done to self-regulate/ manage this 'hand brake' behaviour?

Situation 1: Animal:

Situation 2: Animal:

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