



Management Frustrations Qwik-check

* Seeing the whole picture, & the integrated & interdependent nature of the parts.

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This Qwik-check tells me your biggest frustrations and concerns. For clients, it helps me know the top priorities to work on at any point in time. For managers who aren't clients, it helps us determine if I am the correct resource for your biggest frustrations and concerns.

Name _____

Date _____

Some common frustrations of managers are list below. For each frustration you have as a manager, please rate it on a 1-10 scale: 1 = not significant and 10 = very significant. For any of the frustrations you simply don't have, please place a check or an "X" in the N/A column.

	Rating 1-10	N/A
1. Things going wrong / lack of consistency in the results we get.		
2. Dealing with problems we've caused for customers.		
3. Unrealistic customer expectations.		
4. People making mistakes.		
5. Employee issues / handholding / complaints / conflicts / etc.		
6. Not having reliable employees.		
7. Not having employees who have the knowledge and skills we need.		
8. People resisting change.		
9. People resisting direction from managers.		
10. Hiring good people.		
11. Unrealistic employee expectations.		
12. Negative attitudes and/or indifference among employees.		
13. A focus on blame / finger pointing in the organization.		
14. People are stressed out / burnt out.		
15. Very intense competition in our market.		
16. Lack of time in general.		
17. Lack of time to do "leadership things."		
18. Lack of resources to work with.		
19. Working with ineffective business processes.		

• **Of all your top frustrations, what % of them are at least somewhat described in the frustrations list above?**
 ____ 0-10% ____ 21-40% ____ 41-60% ____ 61-80% ____ 81-100%

• **What % of your subordinates need to improve in areas that would justify attention from someone in management?** ____ 0-10% ____ 21-40% ____ 41-60% ____ 61-80% ____ 81-100%

Additional comments:

My biggest questions, issues, and concerns:

How-to questions (e.g., How do I address...? How do I avoid...? How do I get people to...? How do I keep people from...? etc.)

Why questions (e.g., Why does ____ happen? Why can't I just...? Why do people...? Why is it that...? etc.)

Concerns and problems (e.g., I have difficulty with... I can't seem to do well with... My biggest problem is... I've been asked to... etc.)

Additional comments:

Please return this form to me by mail, fax, or e-mail. Thank you.

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