

The 8 Managerial Challenges Quiz

Mark each statement as **Agree** or **Disagree** based on your instinct. Then see the answers are on the following pages.

- _____ 1) As the boss, I believe everyone shares my sense of priorities.
- _____ 2) Different personalities require different management styles.
- _____ 3) To tell someone you're proud of them sounds condescending.
- _____ 4) My unpredictability keeps my team on their toes and productive.
- _____ 5) When issuing a directive, it's important to explain it, confirm it and ask for feedback.
- _____ 6) What I do on social media on my own time is my own business.
- _____ 7) I am committed to continuous learning and self-improvement.
- _____ 8) I give preferential treatment to friends and family because I know I can trust them.
- _____ 9) I feel anxious when I am not involved in every aspect of a project.
- _____ 10) Unappreciated or undertrained people often leave good-paying jobs.
- _____ 11) The best communication is two-way.
- _____ 12) If my team needs me for anything, they know where to find me.
- _____ 13) Apologies are a sign of weakness.
- _____ 14) I closely monitor and oversee every detail of my team's work.
- _____ 15) People want to feel special.

- 1) False. An employee may not recognize what is the most important task until you tell him. He may only see and consider their part of the work.
- 2) Correct! Not everyone responds to the same motivation, therefore everyone requires a different approach to what makes them most productive.
- 3) Not at all! People want to know their contributions are important. Though, there are several different ways to express this.
- 4) No, it just keeps them anxious and paranoid. All people need a certain amount predictability. Routines in schedule, workloads, attitude and expectations lead to efficiency.
- 5) True. It is not enough to put out a new policy and hope all goes well. The larger or more impactful a change or issue, the more time should be invested in employee understanding. Clarity on the front end prevents confusion on the back end.
- 6) Whether it is or not, anything inflammatory will seep into the workplace.
- 7) You certainly should be! Policies, laws and public sentiments are constantly changing. See to it you are up to date on best practices and leadership skills.
- 8) Trust or not, this is classic nepotism and it will destroy the morale of any team.
- 9) That's a red flag. If you feel the need to be involved in everything, it often signals a lack of trust or a need for control. Strong teams require a certain amount of autonomy to grow and perform at a higher level.
- 10) True. People don't leave jobs—they leave environments where they feel underutilized, under-trained, or underappreciated. Recognition and development are critical to retention.
- 11) Correct. Communication is not complete until it is understood. Two-way dialogue ensures clarity, alignment, and accountability.

12) That may sound good, but it's not enough. Being "available" is not the same as being present. Effective leaders make deliberate efforts to engage, not just wait to be approached.

13) Not at all. Apologies demonstrate accountability and strength. Leaders who own mistakes build trust and credibility with their team.

14) This is micromanagement. While attention to detail has its place, constant oversight limits independence and ultimately weakens your team's ability to perform without you.

15) Absolutely. People want to feel recognized as individuals, not just as employees. When people feel valued, engagement and performance follow.

If several of these challenged your thinking, you're not alone. These are some of the most common managerial blind spots. They often go unnoticed until they begin affecting performance, communication, and morale.

Want to identify what may be holding you and your team back?

If this raised a few questions, it's worth a short conversation.

👉 Visit [MomentumSeminars.com](https://www.MomentumSeminars.com) or reach out directly to connect.

