• **Leaders/Team Members who only do what they are told - no more, no less.**
  
  • **Why?** This typically occurs where the primary leader tends to micromanage, tends to engage in dysfunctional rescuing, tends to require every decision be approved before implementation. The environment is one that focuses more on the one right process (which translates to “do it the way the primary leader would”) than on desired results.
  
  • **Suggested Solution?** Allow, require, encourage leaders and Team Members to think for themselves. Allow mistakes. Insist on results. Allow for different roads to get there. Ask yourself, “Will this decision sink the ship or cause damage?” If yes, intervene. If not, **let them go, and grow.**