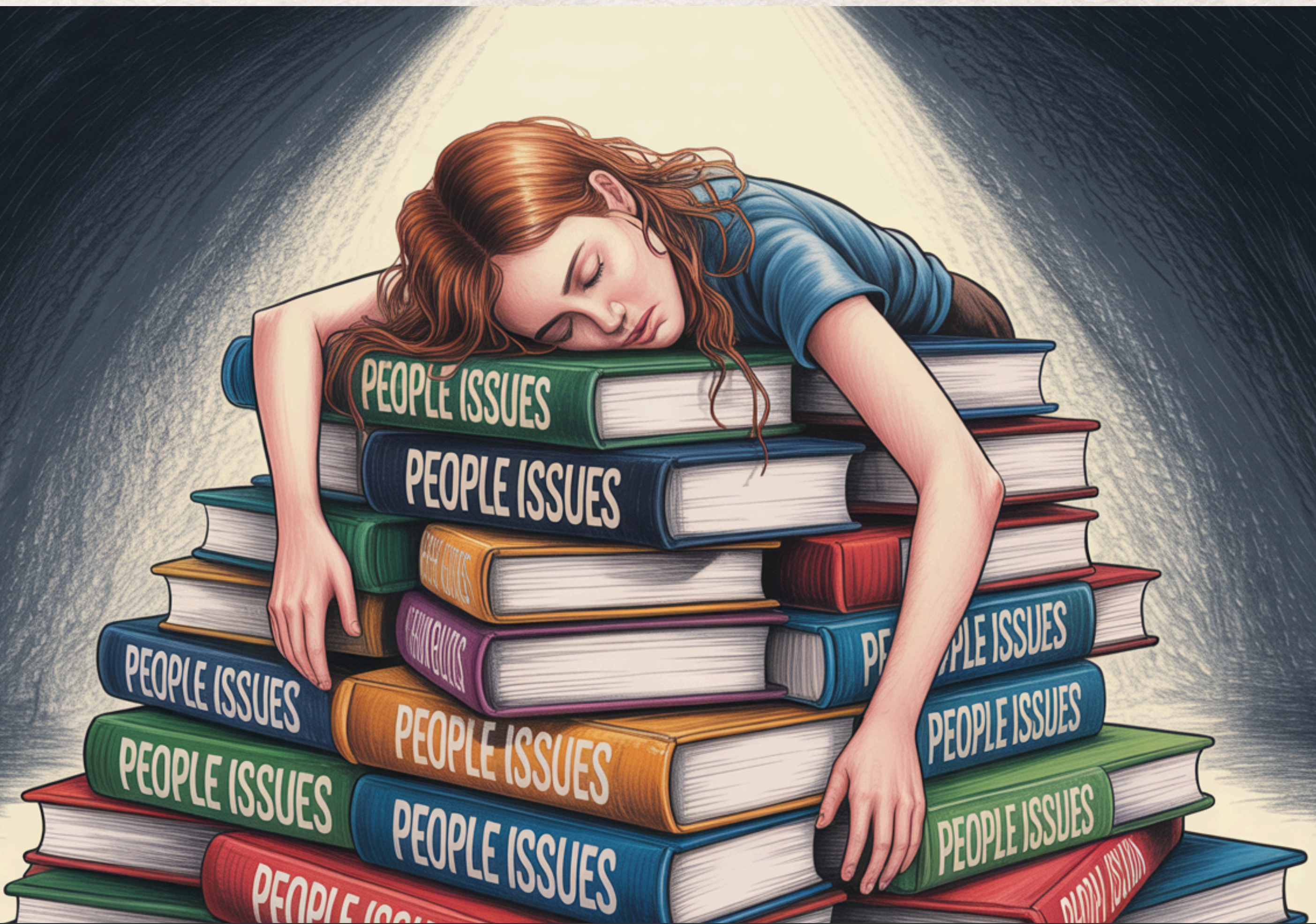


# PEOPLE ISSUES

WEARING YOU DOWN?

HERE'S THE FIX

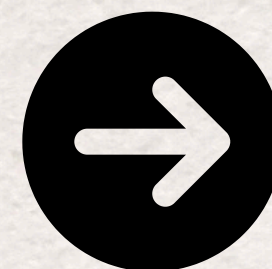


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**Here's how smart**

**managers break**

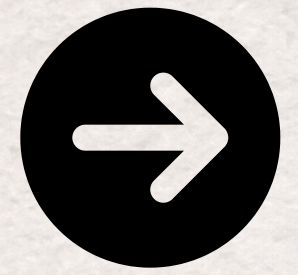
**the cycle.**

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## **Be honest...**

Some days it feels like your job title is “full-time firefighter.”

- Drama
- Conflict
- Misunderstandings
- Missed expectations
- Repeat

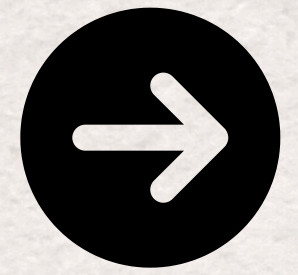
**You fix one problem,  
another pops up.**

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## Why it keeps happening:

- ✓ Lack of clarity
- ✓ Lack of accountability
- ✓ Avoided conversations
- ✓ Emotional decision-making
- ✓ Poor team habits

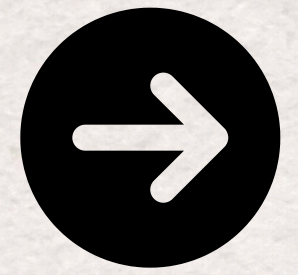
**It's not bad people.  
It's broken systems.**

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# The real leadership shift:

Stop thinking:

*"How do I fix this problem?"*

Start thinking:

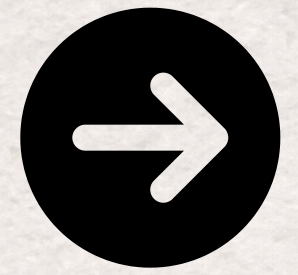
*"How do I prevent this problem from repeating?"*

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# 5 things that fix most people issues:

## 1. Set clear expectations

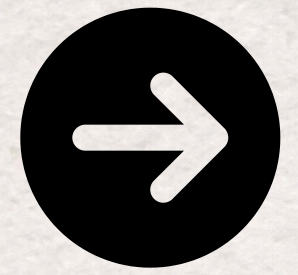
- 👉 If they're guessing,  
you're leading poorly.

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## 2. Have real one-to-ones

- ✓ Weekly
- ✓ Structured
- ✓ Honest

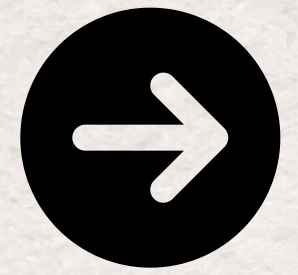
**Catch small issues  
early before they grow.**

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## 3. Give feedback fast

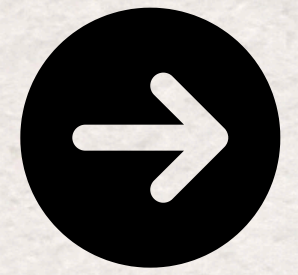
- ✓ Don't wait for reviews
- ✓ Be kind, clear, and specific
- ✓ Correct behaviours early

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## 4. Build safety

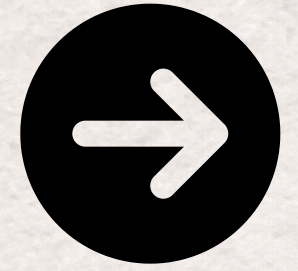
- ✓ Make it safe to speak up
- ✓ Reward honesty
- ✓ Separate people from problems

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## 5. Coach ownership

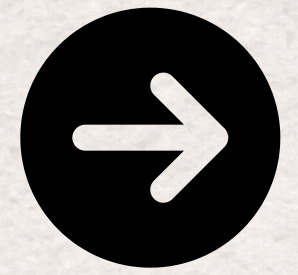
- ✓ Ask questions, don't just give answers
- ✓ Push them to solve
- ✓ Build decision-making muscles

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## Final thought:

- ⊗ You don't need more patience.
- ✓ You need stronger systems.

**Good leadership doesn't eliminate people issues.**

**It prevents 90% of them from ever starting.**

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