



The "Executive Laziness" Audit

Rate yourself on a scale of 1–5 (1 = Not at all, 5 = Always)

1. The Decision Vacuum

Question: Do projects or decisions stall the moment you go into back-to-back meetings or take a day off?

The Goal: If you are a bottleneck, you aren't being "lazy" enough. A healthy team should have the autonomy to move forward without your explicit "OK" on standard operations.

2. The "Correction" Urge

Question: When a team member presents a draft, do you find yourself "tweaking" 10% of it just to put your stamp on it?

The Goal: If it's 80% there, let it go. Correcting minor details for the sake of "perfection" signals that your team's 100% isn't good enough, which kills initiative.

3. The Question-to-Answer Ratio

Question: In 1-on-1s, do you spend more time giving directions than asking, "How do you plan to handle this?"

The Goal: The "lazy" leader lets the team do the mental heavy lifting. If you're providing all the solutions, you're doing their job and yours.

4. The "Rescue" Reflex

Question: When a mistake happens, is your first instinct to jump in and fix it yourself rather than letting the owner navigate the cleanup?

The Goal: Failure is the highest-octane fuel for growth. Rescuing them prevents them from developing the "judgment" you mentioned.

Scoring Your Leadership Altitude

Total Score Leadership Category The Verdict

16–20 The Micromanager You are working too hard. Your team is likely disengaged or waiting for permission to breathe.

11–15 The Involved Coach You're balanced, but likely still "meddling" in the tactical weeds more than you need to.

5–10 The Intentionally Lazy Leader Success. You've built a system that functions without your constant presence, allowing you to focus on the horizon.

"The sign of a great leader is not what they do when they are there, but what happens to the organization when they are not."