



COMPLACENCY

Dwight Mason

Complacency is a feeling of contentment or self-satisfaction, especially when coupled with an unawareness of danger, trouble, or controversy.

That's almost scary to read because I think we all can admit, it's very easy to get there.

"Complacency is a blight that saps energy, dulls attitudes, and causes a drain on the brain." – Alex & Brett Harris

The first symptom is satisfaction with things as they are.

The second is rejection of things as they might be: "Good enough" becomes today's watchword and tomorrow's standard.

Telltale signs that your company is suffering from a culture of organizational complacency:

- "We have always done it this way."
- "We tried that and it didn't work."
- "If it ain't broke, don't fix it."

10 Signs Your Team Is Complacent:

– Glenn Llopis

1. _____
2. _____ thinking
3. Stop _____ initiative
4. Don't _____ in themselves
5. Are not managing their personal _____
6. Take _____

7. Don't take any _____

Playing it too safe is a sign of complacency, and an admission that your employees would rather stay on the sidelines and be told what to do rather than become a more integral and influential part of the team.

8. Lost their _____

"I'm convinced that about half of what separates 'the successful' from the 'non-successful' is pure perseverance. You have to have a lot of passion for what you are doing . . . because it is so hard. If you don't, any rational person would give up. People with passion can change the world for the better." – Steve Jobs

9. Disgruntled with their current _____ destination

Many people are unhappy with where their journey has taken them. But instead of assuming full responsibility and accountability for their decisions, actions and outcomes, they sulk and play the victim.

10. Lost any _____ for a brighter future

Complacency is the opposite of leadership.

How can leaders combat killer complacency?

1. _____ communicate the organization's mission.
2. Recognize and reward _____ performance.
3. _____ open, honest communication.
4. Provide _____ in job responsibilities.
5. _____ others to have influence.
6. _____ the status quo.
7. Be _____ explorers.

Change is inevitable, but complacency doesn't have to be.