



Tool 23-1. Checklist for Avoiding Derailment

William A. Gentry

Based on Chapter 23, “Derailment: How Successful Leaders Avoid It” in *The ASTD Leadership Handbook*, edited by Elaine Biech, © 2010 ASTD

Purpose: Use this checklist to identify steps leaders can take to avoid derailment.

- Enhance self-awareness.
 - Understand whether you see yourself the way others see you.
 - Understand your strengths and weaknesses.
 - Become aware of your work and life circumstances.
 - Be open to formal and informal feedback.
- Have a learning mind set and be willing to improve.
- Foster work relationships.
 - With upper management above you.
 - With your direct reports below you.
- Nurture a supportive work environment.
- Adopt certain managerial skills.
 - Participative management.
 - Political skill.
- Have a good balance between work and personal life.