Working through others isn’t easy. But it is easy to make mistakes. This list cites the eight mistakes most often made by supervisors. Review this list. Which mistakes do you think you make?

1. Fail to set clear expectations.
2. Forget to regularly reinforce.
3. Allow problems to fester before addressing them.
4. Fail to communicate with people who have problems.
5. Take the issue personally.
6. Play “gotcha” with troublesome or difficult people.
7. Wait too long to get support from your coach, manager, or others.
8. Unwilling to see a personnel problem through to a resolution.

Review the list with your supervisor or coach and ask for advice about how you can do a better job. Discuss how making these improvements will help your direct reports be more successful.