

# Character Defects Worksheet

**Patient's name:** Cait Allison

**Date:** Sept, 20, 2024

**Gender:** Female

**Age:** 25

**Occupation:** Marketing Manager

## Defect identification

**Identify your character defects that you struggle with most.**

I struggle with placing personal relationships with underperforming team members over prioritizing the well-being and mental health of other high-performing team members.

## Defect analysis

Analyze each defect in detail using the following questions:

**How does this defect affect me?**

It causes me stress and guilt because I feel torn between supporting people I personally care about and being fair to the rest of the team. It also undermines my confidence in making objective decisions.

**How does this defect affect others?**

It demotivates high-performing team members, making them feel unappreciated and potentially leading to burnout. It also sends a message that poor performance is acceptable if there is a personal relationship with me.

**How has this defect caused problems in the past?**

Some of my best team members have voiced frustration and disengaged from their work. This has led to team-wide tension, reduced productivity, and a negative work environment.

**How can I work on improving or overcoming this defect?**

I can work on setting clear performance expectations for everyone and enforce them equally, regardless of personal relationships. I also need to become more aware of how my decisions impact the entire team.

## Defect action plan

Create an action plan for each defect using the following questions:

### What specific actions can I take to improve or overcome this defect?

I will set up regular performance reviews for all team members and ensure that I'm using objective metrics to evaluate them. I will also practice having difficult but necessary conversations with underperformers without letting personal feelings cloud my judgment.

### How can I track my progress?

I'll track team performance and individual feedback. I can also check in regularly with a mentor to review how I'm managing my relationships with the team.

### What resources or support do I need to be successful?

I could benefit from mentorship or coaching on leadership skills. Additionally, a performance management system would help me objectively assess team contributions.

### Follow-up

I will schedule bi-weekly check-ins with a mentor to evaluate how I'm progressing with balancing team dynamics and staying objective in my leadership.