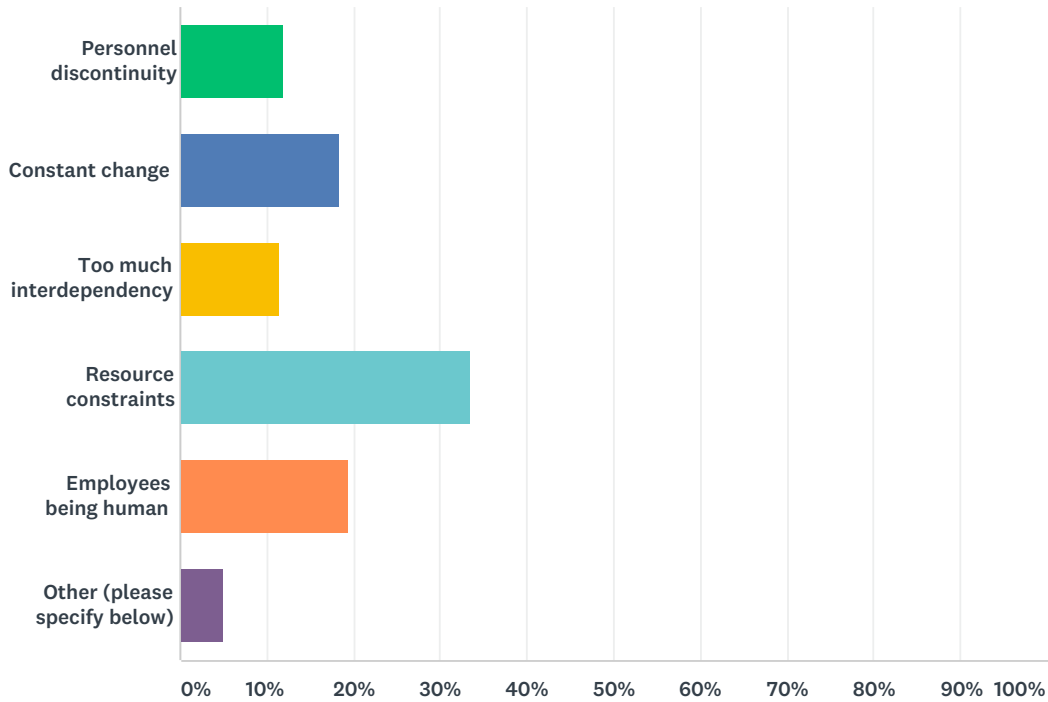


## Q1 Which of these factors most interferes with you being a better manager?



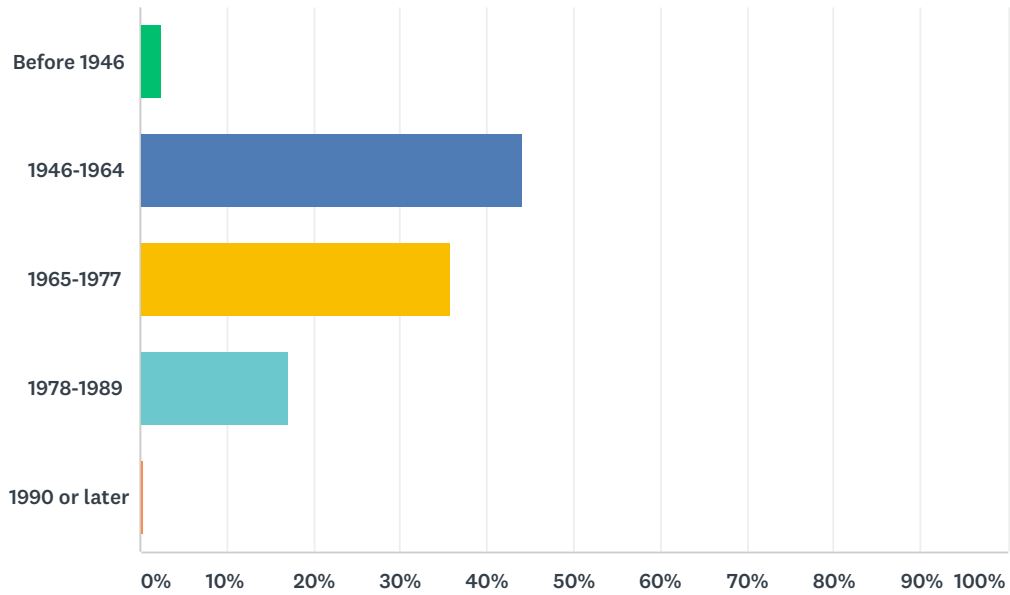
ANSWER CHOICES	RESPONSES
Personnel discontinuity	12.00%
Constant change	18.50%
Too much interdependency	11.50%
Resource constraints	33.50%
Employees being human	19.50%
Other (please specify below)	5.00%
<b>TOTAL</b>	

#	OTHER/ADDITIONAL
1	Micromanaging boss
2	Not receiving detailed info when corporate introduces new products, software, or metrics in order to effectively cascade that same info to our colleagues, vendors, and customers.
3	Working in a matrixed org where I am not close to my staff's work
4	Time
5	Organization inconsistencies.
6	Inconsistency with upper management direction/decisions.
7	Time constraints (real or perceived).
8	other manager's opinions and management style

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9	Me
10	Waiting on other Departments or OK of higher ups to move forward on changes, and then things just sit and never change.
11	travel to clients
12	lack of quality mentors
13	high amount of workload
14	Lack of communication from my Manager.
15	Personal lack of managerial skills
16	I interfere with myself. There's a reason they say put your oxygen mask on first.
17	Tie between my own inadequacies and staff expectations.
18	myself - me being human
19	I struggle to balance the needs of the business with the sometimes emotional needs of the team.
20	Inconsistent and unaligned management across the organization...
21	Too much day-to-day work to do. Managers here are "superworkers" who have to do the work their employees do and the supervisory work too.
22	Lack of time as a resource constraint
23	toxic supervisor leadership
24	Higher level management not trusting me to perform my job.
25	Decisions made only at the top in a "mother-may-I" culture
26	Operations priorities - crises
27	bigger places, move so slow!
28	Having a boss with no vision
29	Too many other priorities - need to balance better
30	My own inabilities
31	Not really knowing what I'm doing/not having much power

## Q2 What year were you born? (Optional)



ANSWER CHOICES	RESPONSES
Before 1946	2.51%
1946-1964	44.22%
1965-1977	35.68%
1978-1989	17.09%
1990 or later	0.50%