

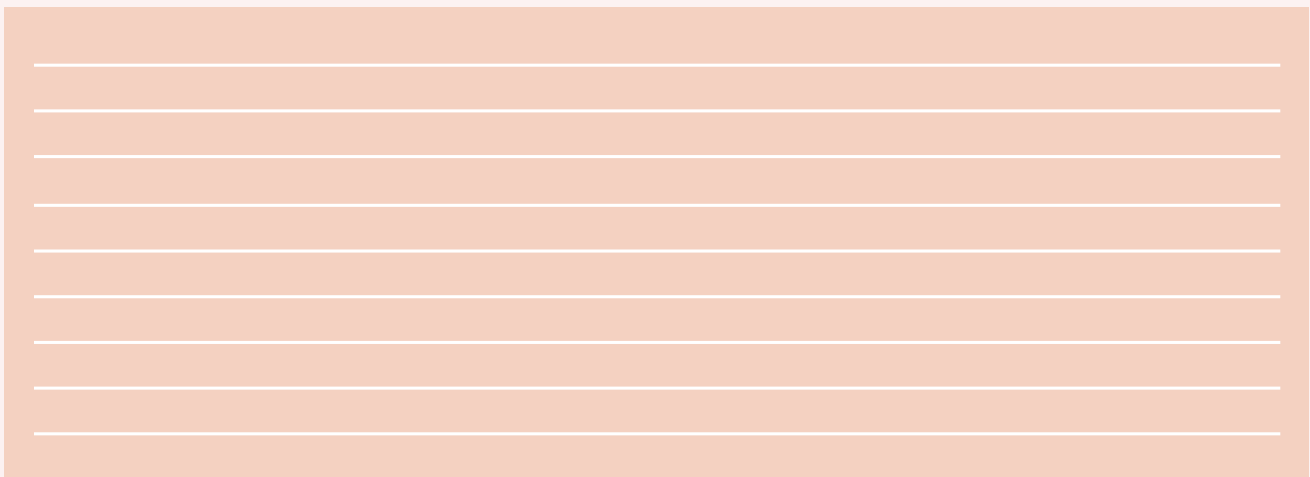
Managing Well

with Tonya Ladipo, LCSW

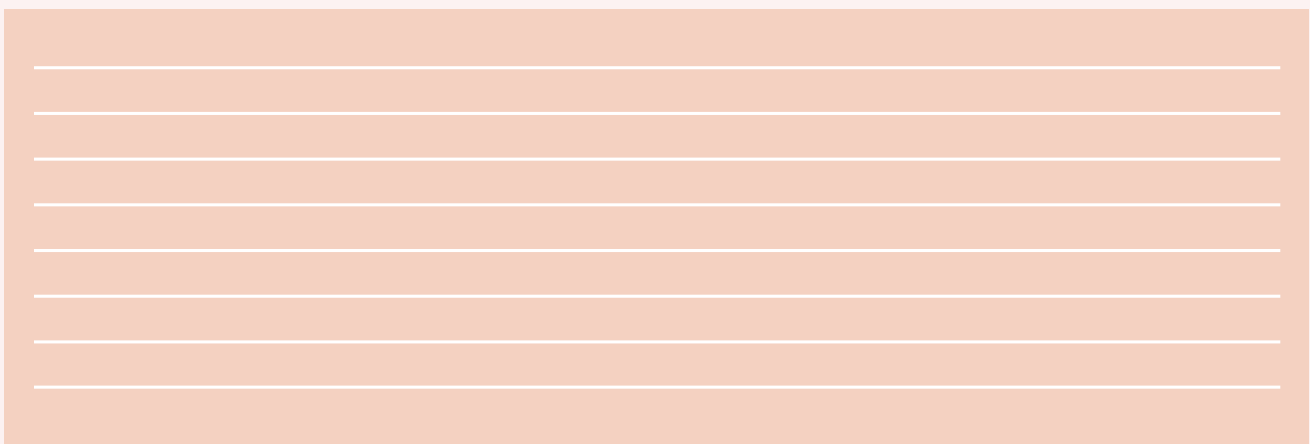
Podcast Worksheet

REFLECTION QUESTIONS

Consider times in your life when you've been the favorite at work or home. What did it feel like to be cared for in that way? What action(s) can you take as a manager to demonstrate that you care for each individual on your team?



Recall a time when you clearly were not the favorite at work or home. How did you feel? How did others (siblings, colleagues) feel or react to you being treated differently? What action(s) can you take as a manager to prevent people on your team from having that experience?



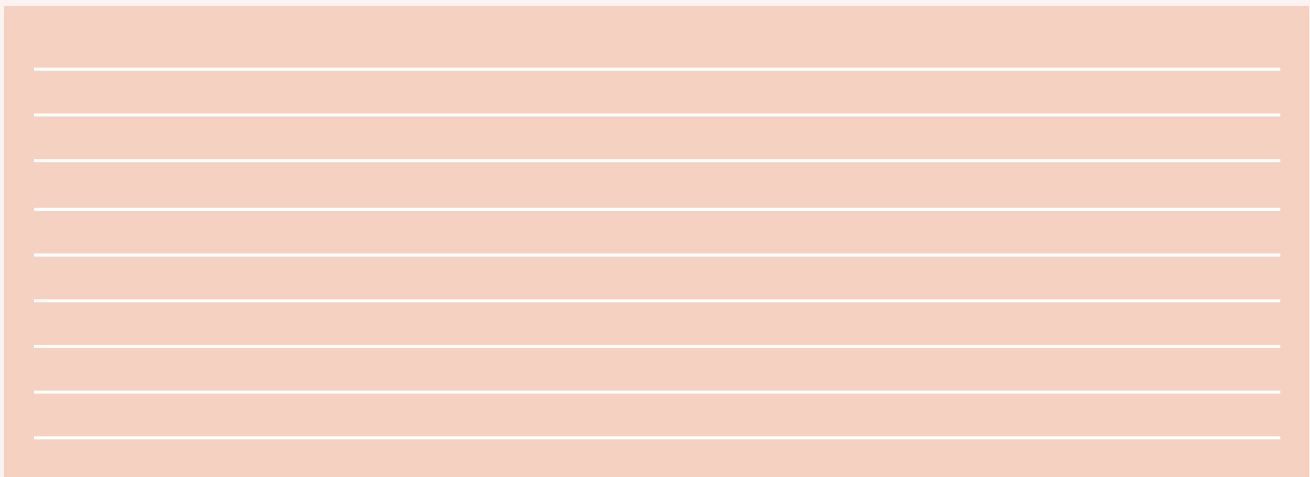
Managing Well

with Tonya Ladipo, LCSW

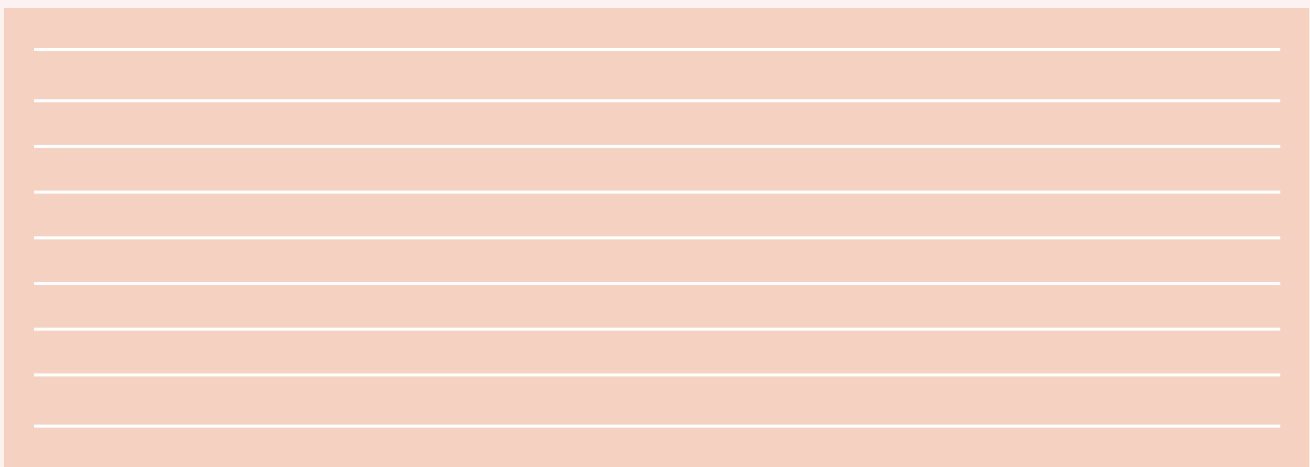
Podcast Worksheet

REFLECTION QUESTIONS

Everyone is impacted when we witness preferential treatment. How did you feel when you were not the favored person? What impact did it have on your relationships with those who favored someone else? With those who were the favored person?



Be aware of your biases to minimize acting on them. Consider why you feel more connected to some people over others. Is it their personality? Is it an affinity you share with them (e.g. school, gender, shared cultural values, shared faith-based practice)? Another reason? Increasing awareness of your biases can lead to decreasing acting on them.



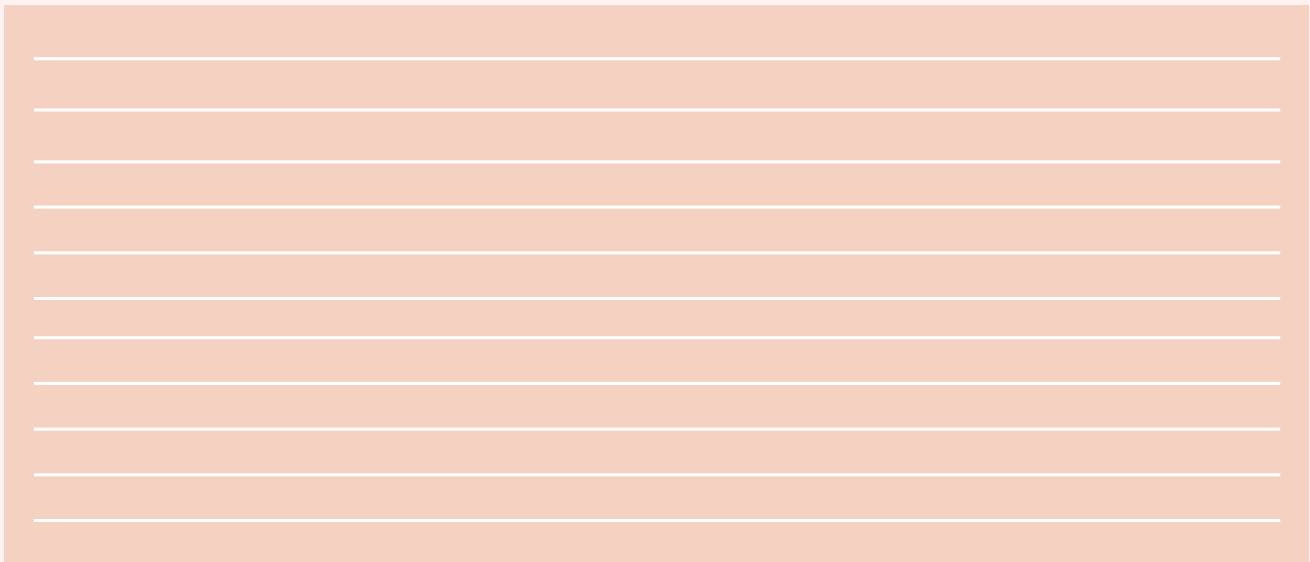
Managing Well

with Tonya Ladipo, LCSW

Podcast Worksheet

REFLECTION QUESTIONS

Be curious about who are your favorites. What qualities do they share that you enjoy and appreciate? What do I do for them that I don't do for everyone?



Managing Well

with Tonya Ladipo, LCSW

Podcast Worksheet

ACTION ITEMS

- Engage a strategic process for assigning new projects. To ensure that everyone has an opportunity to grow and hone their skills, rotate assigning projects that have high-visibility with leadership, challenging projects, and low-key projects.
- Be intentional and create regular connection points with each person on your team. Invest the time to get to know each of your direct reports. Learn what's important to them, what drives and motivates them, how they communicate, and more!
- Interrupt favoritism when you witness it. Consider how you could deliver feedback to a peer if you notice they are demonstrating favoritism, intentionally or not.
- Proactively invite feedback to raise your awareness of ways you may be playing favorites. Ask your peers if they notice that you only listen to and speak favorably of one person. Start a general conversation with your team about favoritism using some of the reflection questions listed above as starting points.

Managing Well

with Tonya Ladipo, LCSW

Podcast Worksheet

ADDITIONAL RESOURCES

- [How Managers Can Avoid Playing Favorites, HBR](https://hbr.org/2017/03/how-managers-can-avoid-playing-favorites)
<https://hbr.org/2017/03/how-managers-can-avoid-playing-favorites>
- [How to Make Sure You're Not Perceived as Having Favorites](https://workingcapitalreview.com/2017/08/how-to-make-sure-youre-not-perceived-as-having-favorites/)
<https://workingcapitalreview.com/2017/08/how-to-make-sure-youre-not-perceived-as-having-favorites/>
- [Why Managers Play Favorites & How To Stop It](https://www.placement.com/learn/managers-play-favorites)
<https://www.placement.com/learn/managers-play-favorites>
- [Good Leaders Don't Play Favorites](https://www.cumanagement.com/articles/2018/02/leadership-matters-good-leaders-dont-play-favorites)
<https://www.cumanagement.com/articles/2018/02/leadership-matters-good-leaders-dont-play-favorites>