

ARE YOU LOSING GROUND?

A Job Aid for Spotting a Respect Deficit — and the Influence Withdrawals That Cause It

A gift from Saterfield Coaching & Consulting

“Respect on Investment: Leading Before the Title Says You Can”

5 SIGNS OF A RESPECT DEFICIT	5 INFLUENCE WITHDRAWALS
1. Your idea gets restated by a colleague — and only then gains traction. 2. You're handed routine matters despite a track record of complex wins. 3. People wait for your title to be reconfirmed before acting on your input. 4. You're left out of the informal conversations where real decisions form. 5. Your competence gets re-litigated after every win, instead of assumed going forward.	1. Apologizing before sharing an opinion you're confident in. 2. Letting someone else take credit to avoid seeming boastful. 3. Staying quiet in a room to avoid conflict, even when you disagree. 4. Saying yes to more than you can deliver, then delivering late. 5. Going along with a decision you believe is wrong because pushback feels risky.

Recognizing one of these is not failure — it's your next deposit.

“Don't wait for the title. Start making deposits today.”

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