

Saboteur Bingo

Are you getting in your own way? One or a few of the statements in our Saboteur Bingo are probably familiar to you. Playing this bingo can give you a hint to your saboteurs: First, turn to the bingo itself and mark any statement you recognize from your thoughts. Then, turn to the bingo sheet below to find out which saboteurs might hide behind each phrase and tips on how to manage each saboteur.

“This idea will never work”

“We’ve always done it this way!”

“This is just a trend.”

“Let’s wait until we have a watertight plan.”

“It’s easier if I just do everything myself.”

“This is just how I am – I can’t change.”

“I can’t just trust them to do it right!”

“What if they don’t like how I do it?”

“Maybe it’ll go away all by itself.”

Managing Resistance and Saboteurs

Info

Limiting statements

Saboteur type

How to Manage

“This idea will never work”

The Judge

Encourage curiosity over criticism.
Ask: “What if it did work?”

“We’ve always done it this way!”

The Nostalgic

Show how the past informs (not limits) future success.

“This is just a trend.”

The Skeptic

Provide data and examples of long-term benefits.
Ask yourself: “Is it safe enough to try?”

“Let’s wait until we have a watertight plan.”

The Perfectionist

Focus on progress, not perfection – 80% is often enough and gets the message out.

“It’s easier if I just do everything myself.”

The Hyper Achiever

Prioritize, set realistic goals, and trust your team. Achievements are so often teamwork – and you are more than your achievements!

“This is just how I am – I can’t change.”

The Fixed Mindset

Shift to a growth mindset – skills and abilities evolve with effort.

“I can’t just trust them to do it right!”

The Controller

Ask yourself: “Do they really need control, or rather guidance?” When they feel trusted, people not only enjoy doing their work, but they also grow faster, as they find their own ways and learn from their hurdles and mistakes.

“What if they don’t like how I do it?”

The People-Pleaser

Well, what if they do like it, and you get to lead the next project, too? Try to find the courage to do it your way. And if someone doesn’t like it, invite this person to give more feedback. Maybe you can even evolve your way of doing things!

“Maybe it’ll go away all by itself.”

The Avoider

Not every situation needs your action. But some might. Ask yourself: “Does it burden me if I avoid the situation?” If the answer is yes, seek a solution or conversation that helps better your situation. Chances are you’ll feel relieved having faced your burden.