

A recent studies has highlighted the downsides that exist in the organisations, the reasons behind their failure and the reasons behind the organisations failing to unleash human potential.



- 1) **Wrong assumption** - Often people at higher post in an organisation assume that they can make their employees be more productive if they provide higher financial incentives for achieving targets. They fail to understand that not everyone works for getting a high pay.
- 2) **Follow the process** - Organisations tend to make a process for completing every task within the organisation. There is no room for the individual ideas and ways to do the same task in a different way. This puts a halt on the independent thought process of the employees.
- 3) **Lack of trust** - Leaders in the organisations don't trust their employees. An employee is never let to complete a task following his/her ideas and thoughts. Employees are being micro managed for their work which unknowingly generates a sense of frustration in them.
- 4) **Focus on short term goals** - Maximum corporate companies are focusing on short term goals to maintain a high position of the company within the stakeholders and the market. The targets are set so high that employees fail to think about the long term goals of the work.
- 5) **Comfort over growth** - Most of the employees follow the process what has been a tradition in the company. They fear from taking risk to do the same task with a new approach. "The riskiest thing you can do is play it safe", says Godin.

It's high time for us to reason about our default metrics for success, cultivate leaders who inspire and trust people, root our businesses in big and challenging goals and push people to take more risks and chose uncertainty over comfort in their careers.

Image Source: Google.