



Discussion Questions for *From Supervisor to Super Leader*

Use these discussion questions to guide your next book club meeting.

1. **Blind spots.** Shanda describes learning she had a "deadpan face" that made her seem unapproachable. What's a blind spot you've discovered about yourself at work? Who helped you see it?
2. **Limiting beliefs.** The book traces Shanda's limiting belief ("I'm not smart enough") back to a childhood classroom moment. Do you have a limiting belief you can trace to its origin? How has it shaped your leadership?
3. **Purpose vs. title.** Shanda argues purpose is what separates a "team leader" from "just a supervisor." Does your team know your leadership purpose?
4. **Micromanagement vs. absentee management.** Chris's story in Practice 3 shows what happens when a top performer defaults to micromanaging. Where do you fall on the spectrum between micromanagement and absentee management?
5. **The Leave-Alone-Zap trap.** The book warns against giving feedback only when something goes wrong. How often do you give positive feedback compared to corrective feedback?
6. **Fundamental attribution errors.** Shanda warns against labeling people ("he's a flake") instead of addressing specific behaviors. Have you caught yourself doing this? What changed when you focused on behavior instead?
7. **Self-fulfilling prophecies.** The book describes how low expectations from a boss can quietly shape someone's performance. Has a leader's expectations of you ever become a self-fulfilling prophecy—positive or negative?
8. **Self-managing teams.** Practice 7 makes the case for coaching a team toward self-management. How much decision-making have you pushed down to your team? What's holding you back from pushing down more?
9. **Leading up.** Shanda admits she once vented about a manager instead of addressing him directly, and regretted it. Have you ever avoided a hard conversation with your boss?
10. **The six-month plan.** The final chapter asks readers to pick just three skills to improve over six months. If you took the Team Leadership Self-Assessment today, which three would you choose and why those three?