



ARE YOU A “LONE RANGER” LEADER?

As a supervisor I have heard the phrase “Lone Ranger syndrome” as it pertains to how supervisors may ‘jump in’ trying to resolve performance or relationship problems single handedly. Is this a wise way for leadership staff to solve problems? Should I always consult with other leadership resources?

Lone Ranger syndrome describes a set or pattern of behaviors commonly attributed to supervisors who believe they are responsible for managing employee performance problems and helping troubled employees resolve personal issues. They typically don’t rely on broader organizational resources. In short, it refers to a strong, often misguided, sense of independence. These supervisors may view themselves as solid and loyal performers, but they themselves may risk becoming overwhelmed and subject to burnout. Often the inability

or unwillingness to ask for help or at least consult with HR and/or EAP resources is viewed as a risk to the workplace. Examining Lone Ranger syndrome helps supervisors gain self-awareness and understand the value of consultation with your EAP as well as helpful management and HR staff. Involving oneself in employees’ problems as a ‘lone ranger’ creates risks for both supervisor and employer. The key hurdle is convincing oneself that it is okay to ask for help.

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**Leadership Orientation
Training - Session B**
Watch for Upcoming Classes

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ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: “Leadership Orientation to the EAP”, is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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