

Drama Detox Checklist



HIGH VOLTAGE
Leadership

You didn't start your business to play camp counselor.

If it feels like you're spending more time managing meltdowns than momentum—you're not alone.

Whether it's vague roles, people-pleasing habits, or unspoken tension bubbling up on Slack, drama is a leadership tax... and it's **draining your time, your energy, and your team's trust.**

This checklist gives you the five most powerful (and practical) ways to detox the drama—for good.

Because you deserve a business that runs on clarity, not chaos.

1. Audit the Drama

Take a breath—and take stock. Where does the tension show up?

- ☐ Specific team members?
- ☐ Slack or Teams side chats?
- ☐ Weekly meetings?
- ☐ Client-facing messes?
- ☐ “He said, she said” stuff you’re not even supposed to be part of?



Reflection Prompt: What’s the pattern—and what part am I playing in it?

2. Clarify Roles & Communication

Ambiguity feeds drama. Let's cut the confusion. Do you have:

- ☐ Clear job descriptions?
- ☐ Defined success metrics?
- ☐ Documented escalation paths?
- ☐ Weekly check-ins with an agenda?

 **Reminder:** If your team is still going around your managers to get to you, you're enabling it.

3. Stop Being the Therapist

You're the CEO—not the emotional dumping ground. Be a quality listener, then redirect with:



“What have you already tried?”



“What's the real problem here?”



“What would a solution look like to you?”



Tip: Ask better questions. Don't carry their feelings.

4. Anchor in Your Values

Culture is clarity. Values are the compass.
Have you:

☐

Defined your values in writing?

☐

Shared what they look like in action?

☐

Held anyone accountable to them lately?



Reminder: If it's not modeled, it's not culture.

5. Have the Damn Conversation

Drama festers in silence.

That awkward convo you've been avoiding?

It's costing you energy and authority.

Start with:

"Hey, this is uncomfortable for me too—but we've got to talk about what's not working."

Clarity creates confidence. Always.

This isn't about being a perfect leader.

It's about being a present one.

When you lead with clarity, your team rises with you. When you stop playing therapist, fixer, or referee—you create space for real leadership.

So take the uncomfortable step. Have the hard conversation. Redefine what it looks like to lead on purpose.

This is your call-in moment, not a call-out. And if you're ready to build a team and culture that runs without the drama?

DM me the word READY or Book a Call. Let's do this, together.