

Top 20 leadership behaviours that can negatively or positively impact employee wellbeing, engagement, and satisfaction

Strong leadership is a critical driver of employee wellbeing, engagement, and organizational performance. Research shows that up to 70% of an employee's perception of their workplace environment can be directly attributed to the actions and behaviours of their manager or team leader.

Google's leadership research shows that 9 out of 10 Managers are not good Managers!

Scoring: 10 points to divide between both sides of each line. 0 to 10. 0 =Never. 10 =Always, or somewhere in between

	Negative Leadership Behaviours	score
1	Micromanaging: Excessive monitoring and control over employees' work	
2	Abusive Supervision: Hostile, aggressive, and demeaning treatment of employees	
3	Unfair Treatment: Biased, inconsistent, and unjust treatment of employees	
4	Poor Communication: Lack of clarity, transparency, and responsiveness	
5	Lack of Recognition: Failing to acknowledge & appreciate contributions	
6	Excessive Workload: Assigning unreasonable demands and deadlines	
7	Lack of Role Clarity: Ambiguous or constantly changing job responsibilities	
8	Passive Leadership: Indecisive, hands-off, and disengaged management	
9	Punitive Discipline: Harsh, demeaning, and disproportionate punishment	
10	Lack of Development: Failing to invest in employee growth and learning	
11	Disregard for Work-Life Balance: Expecting excessive work hours. Ignoring personal needs, or health issues	
12	Ignoring Wellbeing: Dismissing or minimizing employee physical and mental health concerns	

	Positive Leadership Behaviours	Score
	Empowering: Giving employees autonomy and decision-making authority	
	Supportive: Showing genuine care and concern for employees' wellbeing	
	Fair and Ethical: Upholding principles of justice, transparency, and integrity	
	Effective Communication: Providing clear direction, feedback, and information sharing	
	Recognizing Contributions: Providing timely praise and rewards for good work	
	Workload Management: Ensuring reasonable and achievable work expectations	
	Providing Role Clarity: Clearly defining roles, responsibilities, and expectations	
	Proactive Leadership: Taking initiative, making decisions, and guiding the team	
	Constructive Feedback: Providing actionable, development-oriented feedback	
	Facilitating Development: Offering training, mentoring, coaching, and career growth	
	Work-Life Integration / Balance Support: Promoting healthy boundaries and accommodating personal commitments	
	Prioritizing Wellbeing: Implementing comprehensive wellness programs and support resources	

13	Lack of Psychological Safety: Cultivating an environment of fear, blame, and risk-aversion		Fostering Psychological Safety: Encouraging open dialogue, experimentation, and learning from mistakes	
14	Disregard for Diversity and Inclusion- Exhibiting biases and failing to create an inclusive culture		Promoting Diversity and Inclusion: Actively valuing differences and ensuring equitable opportunities	
15	Inconsistent Decision- Making arbitrary, unpredictable, and unexplained decisions		Transparent Decision-Making: Involving employees, explaining rationale, and maintaining consistency	
16	Lack of AdaptAgility: Rigidly adhering to outdated practices and resisting necessary changes		Adaptability and Agility: Embracing innovation, flexibility, and responsiveness to evolving needs. SWIFTLY.	
17	Disengaged Leadership: Showing little interest, enthusiasm, or investment in employees and the organization		Engaged and Passionate Leadership: Demonstrate genuine commitment, energy, and inspiration	
18	Lack of Trust: Exhibiting suspicion, micromanagement, and unwillingness to empower employees		Building Trust: Demonstrating reliability, transparency, and faith in employees' capabilities	
19	Lack of Empathy: Failing to understand and respond to employees' emotional needs and concerns		Conscious Leadership: Showing empathy, compassion, understanding, and consideration for employees' experiences	
20	Lack of Accountability: Avoiding responsibility, shifting blame, and failing to address performance issues		Accountability and Ownership: Modelling responsibility, owning mistakes, and holding everyone to high standards	
	Totals		Totals	

By focusing on the positive leadership behaviours outlined in the positive side of this table, organizations can foster a work environment that promotes employee wellbeing, engagement, and satisfaction, ultimately leading to improved organizational performance and greater success.

Effective leaders who exhibit the positive behaviours outlined above are able to create a work environment that nurtures employee wellbeing, a culture that boosts engagement and productivity, and ultimately a climate and context, that drives stronger organizational performance.

On the other hand, leaders who demonstrate the negative behaviours can undermine employee morale, erode trust, and hinder the company's ability to thrive. Most managers are unaware of their incompetence and impacts.

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Time to unleash your Limitless Leadership skills and mindset?

"CONSCIOUS leaders don't just drive results, they cultivate greater AdaptAgility & Well-Being."

