



THE HIDDEN THREAT

TO TEAM  
SUCCESS:  
INSECURE  
MANAGERS



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# What Makes a Manager Insecure?

Insecure managers feel threatened by capable employees.

They fear being overshadowed – and may even undermine top performers to protect their ego.



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# Signs of an Insecure Manager

- ✓ Hesitant to hire experienced employees
- ✓ Can't explain how they'd manage peers or senior staff
- ✓ Needs to feel superior to perform well
- ✓ Displays arrogance, micromanagement, or defensiveness



# Red Flags in Action

- ⚠ Targets high-performing team members
- ⚠ Treats everyone as “entry-level”
- ⚠ Criticizes confident employees
- ⚠ Creates a culture of fear and control



# 4

## The 360° Feedback Filter

Before promoting someone, ask:

- How do their peers perceive them?
- Do they collaborate or compete?
- Do others describe them as smug or secure?

True leaders lift others – not limit them.

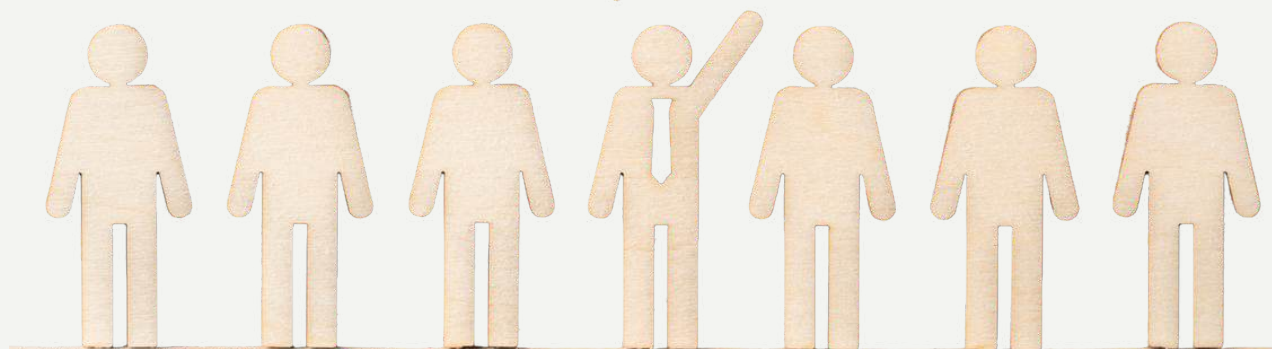


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## When You Spot It, Intervene

Require a transparent conversation between the manager and affected employees – with HR or L&D present.

Often, insecurity hides behind “performance issues” or “discipline concerns.”



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## Can It Be Fixed? Yes — With the Right Coaching.

“Jill, I’ve noticed you’ve only raised concerns about your top performers...”

Guide them toward self-reflection, humility, and confidence-building.



# 4

## Coaching Tip for Insecure Managers

Encourage them to:

- ✓ Acknowledge others' strengths
- ✓ Collaborate with equals
- ✓ Lead with humility
- ✓ Believe in their own value

When they stop competing, they start leading.



# 4

## 🌱 The Goal: Secure Leaders Build Secure Teams

When managers feel confident, they:

- ✨ Empower their teams
- ✨ Inspire innovation
- ✨ Retain top talent
- ✨ Drive long-term growth





“Confidence is silent.  
Insecurity is loud.”

Build leaders who  
shine without  
dimming others.

