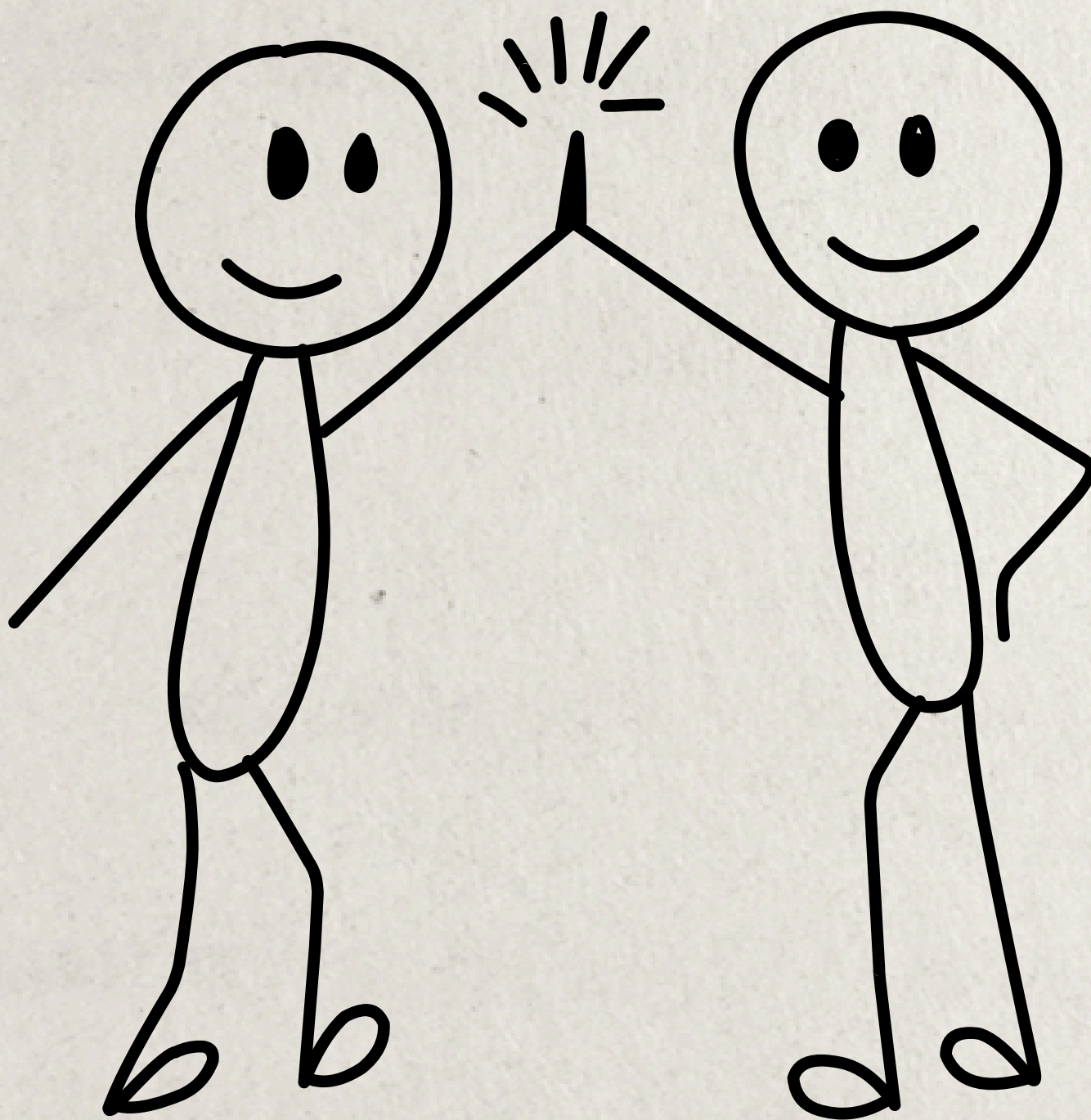


# 8 ways leaders

## **destroy** team morale:

(and how to turn it around)



Tobi Oluwole

# **1. They micromanage great performers**

## **How to turn it around:**

Trust your team to do their jobs, focus on outcomes instead of every little step.

Set clear expectations upfront, then give them the space to excel.

## **2. They criticize people in public.**

**How to turn it around:**

Give feedback privately to maintain trust and respect.

Praise in public to create a positive and encouraging culture.

# **3. They play favourites and everyone knows**

**How to turn it around:**

**Be fair with recognition and  
opportunities for everyone.**

**Make decisions transparent  
so no one feels overlooked.**

## **4. They avoid tough conversations**

**How to turn it around:**

Address conflicts early before they become bigger issues.

Focus on solutions, not blame, to keep the conversation constructive.

## **5. They don't share the 'why' behind decisions**

### **How to turn it around:**

Explain the bigger picture to help the team understand the purpose.

Connect their work to the company's goals so they see their impact.

## **6. They expect constant availability**

**How to turn it around:**

Respect off-hours unless it's  
an emergency.

Encourage boundaries and  
lead by example with your  
own work-life balance.

# **7. They don't celebrate wins publicly**

## **How to turn it around:**

Recognize both big and small wins regularly to keep spirits high.

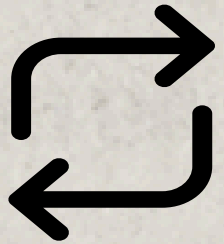
Make celebrations a team effort—let everyone share their successes.

## **8. They overpromise and underdeliver**

**How to turn it around:**

Set realistic expectations and communicate changes clearly.

If something can't be delivered, acknowledge it and focus on the next steps.



**If you found this helpful,  
repost it to help a leader  
build better team culture.**



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