

7 Signs You're Not the Leader You Think You Are



Justin Bateh, PhD

1. You call it “feedback” ... but they call it fear.

If people filter themselves around you, you’re not leading, you’re intimidating.

**2. You're fair... only when
it's convenient.**

**True fairness shows up
when it costs you something.**

3. You hire great people, then micromanage them

Control feels like safety.

But it kills trust, speed, and innovation

4. You talk more than you listen.

Leaders who dominate the room lose the room.

5. You're always "too busy."

If you have no time for your team, you're not leading, you're managing tasks.

6. You chase results, not relationships.

**People don't follow KPIs.
They follow humans.**

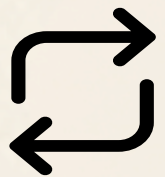
**7. You think “leadership”
is about being right.**

It’s not.

**It’s about getting it right, even when that
means admitting you were wrong.**

Real leaders build trust before targets.
The title might impress LinkedIn.
But your team always knows the truth.

Which one **hit a nerve?**



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