



# Manager Red Flag Checklist



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*6 Signs Your Managers Are Struggling (and What To Do About It)*

## Constant Turnover or Transfers



**Action:** Review exit interviews and conduct pulse surveys. Look for patterns tied to leadership behaviors.

- ☐ Are employees leaving one team more than others?
- ☐ Are internal transfers disproportionately high in a department?

## Low Engagement & Morale



**Action:** Use targeted engagement surveys and 1:1 check-ins to uncover root causes.

- ☐ Consistently low engagement scores for one manager's team?
- ☐ Is morale noticeably lower compared to other departments?

## Avoiding Difficult Conversations



**Action:** Train on structured feedback frameworks like SBI (Situation, Behavior, Impact).

- ☐ Does the manager delay or avoid performance reviews?
- ☐ Are workplace issues left unresolved until they escalate?



### Pro Tip

Don't wait for an annual review to spot these red flags. Use **pulse surveys** and **regular 1:1 check-ins** to catch issues early. Even a quick, three-question pulse survey every quarter can reveal patterns before they turn into costly turnover.

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## Micromanagement or Poor Delegation

**Action:** Encourage consistent check-ins and delegation with clear ownership.

- ☐ Do managers control every detail, or leave employees without direction?
- ☐ Do employees feel they lack autonomy or clarity?

## Negative Feedback

**Action:** Implement 360 reviews to surface blind spots constructively.

- ☐ Are recurring complaints coming through engagement surveys or HR channels?
- ☐ Do peers report frustration with the manager's collaboration style?

## Inconsistent Policy Enforcement

**Action:** Reinforce policy training and hold managers accountable for consistency.

- ☐ Does the manager delay or avoid performance reviews?
- ☐ Are workplace issues left unresolved until they escalate?

## Ready to Build Better Managers?

**The hidden costs of poor management don't have to drain your organization.** With the right support, your managers can thrive—and so can your teams.

**Let's talk about how MP can help you:**

- Spot red flags before they turn into turnover
- Develop managers with practical, proven tools
- Build a leadership pipeline that drives retention and performance

**Schedule a meeting with MP today**