

**Is someone in your
leadership team
struggling to scale
with you?**

**7 signs to spot
and what to
do next**

Disengagement

They're noticeably quieter in meetings, less involved in day-to-day collaboration, and feel withdrawn.

Resistance to change

Pushback on new tools, processes, or evolving role expectations. You hear “this isn’t how we do it” more often.

Performance dip

Deadlines slip. Quality drops. They're missing the mark on things they used to own confidently.

Lack of initiative

They stop speaking up. No new ideas. It's a slow fade from ownership.

Burnout

Fatigue. Frustration. More sick days. They're overwhelmed — but not saying it out loud.

Team friction

They struggle to work with new hires or delegate. Collaboration turns into conflict.

What to do next

1. Don't delay the conversation.

Early is kind. Waiting makes it harder for everyone, especially them.

2. Separate facts from feelings.

Recognise their contribution and the current gap. Use specific examples of impact, not just vibes.

3. Ask, don't assume.

What do they want? Some may feel the misalignment too and be relieved to name it.

4. Offer support, if it's right.

Coaching, clearer expectations, or a revised role can help some thrive again.

5. Be honest about the future.

If there's no fit, help them land somewhere they can play to their strengths again.

One final thought

This isn't about loyalty, it's about leadership.
And true leadership means making the decisions
that help everyone move forward.

Even when they're hard.