

What **NOT** to say as a leader

and what to say instead



Toxic Managers



Supportive Leaders

That's not my problem.	Let's find a solution together.
Figure it out yourself.	I'm here to support you—let's brainstorm options.
Because I said so.	Here's the reasoning behind this decision.
You should feel lucky to have this job.	I appreciate your contributions to this team.
I don't have time for this.	Let's schedule a time to discuss this properly.
Just do as you're told.	I trust you to think critically and take ownership.
That's a stupid idea.	That's an interesting perspective—tell me more.
I don't care how you do it, just get it done.	Let's discuss a realistic plan to achieve this goal.
Why do you keep making mistakes?	Let's analyze what went wrong and how we can improve.
Stop asking so many questions.	Curiosity is great—let's make sure we're aligned.
I need results, not excuses.	What obstacles are you facing, and how can I help?
You should work harder if you want a raise.	Let's set clear performance goals for your growth.
If you don't like it, leave.	Let's discuss how we can make this work better for you.
I'll take credit for this.	You did a great job—well done!
You're lucky to even have this opportunity.	You've earned this opportunity through your hard work.
I don't pay you to think.	I value your input and critical thinking.
That's not how we do things here.	Let's explore new ways to improve our approach.
You're too sensitive—just deal with it.	I want to understand your concerns—let's talk.
I don't care about your personal life.	I respect work-life balance and want to support you.
You need to be available 24/7.	I trust you to manage your time effectively.

