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Mike Pompeo, the White House chief of staff, has not said whether Mr. Flynn will remain in his role. But some of Mr. Trump’s advisers say any concerns about Mr. Flynn would have to be dealt with if the president-elect takes office.

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The episode highlights a re- markable contrast between Mr. Flynn’s new role as a protector of American secrets and his previous Russian contacts, according to people familiar with the planning in Washington. The people said they had been notified privately by the new administration that they could be removed from their jobs or disciplined if they express their views on Mr. Trump. That high-level decision-making process would otherwise have been a steep road map into a highly visible and potentially disruptive conflict between the White House and the most expensive intelligence agencies in the world.

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