



# Toxic Leadership

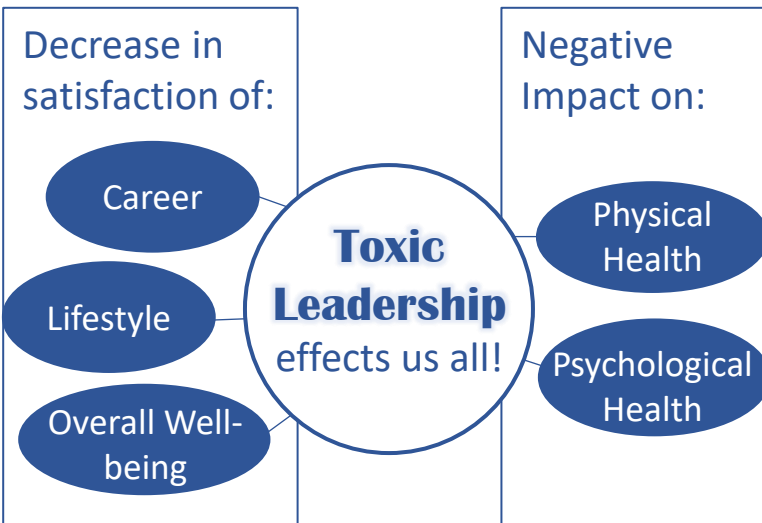


## WHAT is Toxic Leadership?

Toxic leadership is a combination of self-centered attitudes, motivations, and behaviors that have adverse effects on subordinates, the organization, and mission performance.<sup>1</sup>

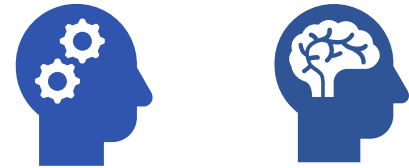


## WHY should I care about Toxic Leadership?



It is important that all leaders stand up to toxic leaders and create positive climates where all ranks are encouraged to report these type behaviors, thereby increasing morale and well-being .<sup>2,3</sup>

## WHO is considered a Toxic Leader?



### Toxic Leader behaviors

Check all that apply:

- Self-promoting
- Lacks integrity
- Puts others down
- Inclined to lie
- Does not act as a team player
- Lacks interpersonal skills
- Behaves erratically
- Thinks they are always right
- Avoids professional development
- Lacks necessary competences

4,5,6,7






Diagnosis: \_\_\_\_\_

*Toxic Leader*

## WHERE to go for help if you experience Toxic Leadership.

If you are experiencing toxic leadership, here are some steps you can take:

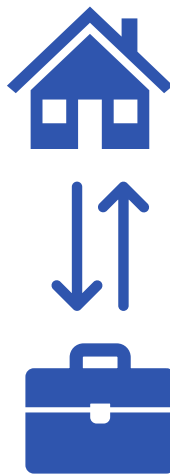
7

-  Document incidents
-  Seek out a mentor or trusted advisor
-  Discuss with your EOA or report behavior to IG
-  If you feel comfortable, discuss with your commander
-  Talk to your chaplain

## WHEN does Toxic Leadership cause harm?

### Individual Level

- Stress
- Anxiety
- Lack of sleep
- Lack of appetite
- Decreased motivation <sup>8,9</sup>



### Organizational Level

- Decreased morale
- Lack of trust in leadership
- High turnover
- Decreased productivity
- Negative culture <sup>10</sup>

## HOW people react to a Toxic Leader.

There are 3 ways to respond to a toxic leader: <sup>7</sup>



Reject- Recognize the leader is toxic and reject the behaviors



Conform- Accept the behavior



Collude- Follow and support the toxic leader willingly

