

# Handling Toxic Leadership

*By adopting these strategies, subordinates can navigate toxic leadership scenarios with a focus on maintaining professionalism, personal growth, and team cohesion. These approaches aim to mitigate the negative impact of toxic leadership while preserving the individual's well-being and career progression.*

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## *1. Abuse of Power for Self-Interest*

*Signs: Leaders prioritizing personal ambition, misusing their position.*

*Dealing with It: Document specific instances discreetly, seek advice from trusted senior personnel, and report to higher authorities if necessary and safe.*

## *2. Narcissistic Leadership*

*Signs: Leaders taking credit for others' work, being hypersensitive to criticism.*

*Dealing with It: Keep interactions professional, provide input in a manner that doesn't challenge their authority, and seek mentorship outside the direct chain of command for personal growth.*

## *3. Incompetent Leadership*

*Signs: Setting unattainable standards, lack of involvement in training.*

*Dealing with It: Focus on self-development and peer support, communicate challenges and suggestions in a respectful manner, and collaborate with peers to compensate for leadership gaps.*

## *4. Micromanagement*

*Signs: Overly controlling daily operations, limiting autonomy.*

*Dealing with It: Demonstrate competence in assigned tasks to build trust, provide regular updates to preempt micromanagement, and seek guidance on priorities.*



## **5. Excessive Competitiveness**

Signs: Leaders who compete with their subordinates, undermining team efforts.

Dealing with It: Maintain focus on team goals, avoid engaging in one-upmanship, and celebrate team achievements to foster a collaborative spirit.

## **6. Unrealistic Expectations**

Signs: Setting goals that are unachievable, causing team strain.

Dealing with It: Set personal and realistic milestones, communicate challenges and progress diplomatically, and collaborate with peers to manage workload.

## **7. Lack of Recognition**

Signs: Failing to acknowledge team members' efforts.

Dealing with It: Encourage and participate in peer recognition, seek feedback from other sources, and find intrinsic motivation in accomplishments.

## **8. Avoidance of Responsibility**

Signs: Shifting blame, not owning up to mistakes.

Dealing with It: Keep detailed records of work and decisions, be proactive in offering solutions, and where possible, address concerns through the proper chain of command.