

# HOW LEADERSHIP SHAPES TOXIC VS COMMUNITY-CENTERED CULTURES



## TOXIC, SELF-CENTERED ORGANIZATION



The leader with a narcissistic personality prioritizes power and status above all else.

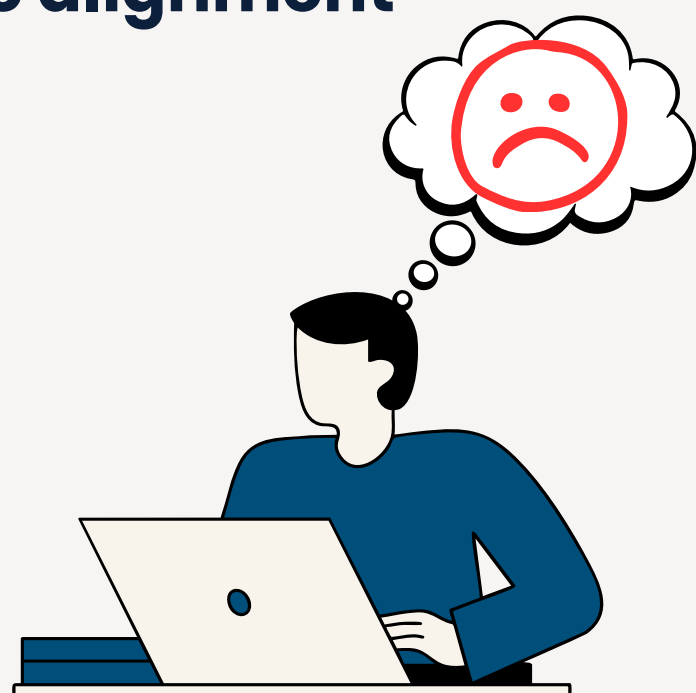
They often engage in political evaluations, using manipulation and favoritism to maintain control.

Such leaders typically employ micromanagement and constant surveillance to oversee their teams closely.

They also foster a culture of internal competition, pitting team members against one another.

## OUTCOMES

- Overload
- Fear & silence
- Chronic stress
- Social disconnection
- Lack of strategic alignment



## COMMUNITY-CENTERED ORGANIZATION



Emphasizing humility and engaging in active listening can foster better communication.

Providing psychosocial support is crucial for mental and emotional well-being.

Participatory decision-making ensures that everyone's voice is heard and valued.

Encouraging individual development helps people reach their full potential.

Implementing fair and transparent policies promotes trust and fairness.

## OUTCOMES

- Cohesion
- Perceived fairness
- Trust & communication
- Collective resilience
- Fewer counterproductive behaviors

