

5 PRACTICAL SUGGESTIONS TO PREVENT TOXIC LEADERSHIP



1

Prevent Toxic Leadership Early



Implement leadership screening in hiring and promotions. Use 360-degree feedback to identify toxic behaviors early. Regularly evaluate leaders' interpersonal conduct alongside performance.

2

Establish Strong Anti-Bullying Policies



Create clear zero-tolerance policies for workplace bullying. Provide safe and confidential reporting channels. Ensure consistent and fair enforcement of consequences.

3

Train Leaders in Ethical & Supportive Management



Offer training on:

- Emotional intelligence
- Respectful communication
- Conflict management

Promote transformational and ethical leadership styles.

4

Foster a Psychologically Safe Climate



Encourage open communication and employee voice. Protect employees from retaliation when reporting issues. Build trust through transparent decision-making.

5

Monitor Organizational Climate Continuously

Conduct regular employee climate surveys.

Track indicators like:

- Bullying complaints
- Turnover intentions
- Engagement levels

