

Toxic Leaders: How to Prevent Toxicity? (Part 3)

How do we prevent toxic leaders in our organization?

Be Self-Evaluative: Am I a toxic leader/follower?

Toxic followers love toxic leaders. That is how they gain their powers and enrich themselves. Check if you are a toxic leader/follower by asking yourself the following questions:

- Am I living in fear and guilt?
- Am I worse off now than before?
- Do I subvert structures of justice, transparency and excellence?
- Do I use dishonest means to justify our ends?
- Do I treat those at the bottom of the heap shabbily?
- Do I only nurture leaders and successors of my own kin and kind?
- Do I often claim to speak on behalf of God & tend to behave like God?

If we are to examine ourselves carefully, each person has elements and symptoms of toxic behaviors. In many ways, we are driven by self-interests and personal aggrandizement. We have to evaluate ourselves honestly and examine our true motives in serving our organization.

Be Realistic: What damage has been done?

Some followers may suffer under the tutelage of toxic leaders but they reap tangible rewards. We have to decide what we really want. Sometimes we sacrifice our principles for these benefits. Our souls shrivel up because we are slowly corrupted within.

Sometimes, we must be prepared to lose in order to gain. Often, toxic leaders make us conceal their suspicious activities, compromise our values, distort truths and alter their accounts. In exchange, we must be prepared to lose so that we can win again.

Be Courageous: Am I prepared to do the right thing?

Courage to stand up against the toxic leader is not an easy thing. Being a whistle-blower and standing up for what is right takes courage. We may have to go against the culture in the organization in order to help our leaders and others.

Be Humble: How gracious am I?

Remember we are as susceptible as anybody in being a toxic person. Learning to be gracious and grateful is one of the best ways to guard against becoming toxic. When we are humble, we respect others. When we lose civility and character, we lose ourselves.

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How do we spot toxicity in the workplace? Read ***Toxic Leaders: Symptom of Toxicity? (Part 2)***

Why are there toxic leaders in the workplace? Read ***Toxic Leaders: How Not To lead? (Part 1)***

Why is leading people difficult? Find out in ***Knowing Others: The More Difficult Aspect of Self-Leadership (Part 2)***