

**Toxic Leadership**  
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# Toxic Leadership

- Behaviors
  - Destructive
  - Self-centered
  - Harmful
  - Poisonous
  - Abusive
  - Bully
  - lack of concern for well being of subordinates
- Negative impacts
  - Stressful employees
  - unwanted turnover
  - Lack of employee commitment and satisfaction
  - Negatively impact organizational performance

# Toxic Leadership - Study

Command Climate Survey indicates the percent of favorable results the survey produced from the answers received from the Soldiers

Percent rating scores:



Survey:

- 130 Soldiers (Logistics company)
- 73 total participants

## Areas of focus

<b>Commitment 79%</b>	<b>Senior leadership – 85%</b>	<b>Inclusion at work – 79%</b>	<b>Sexual assault prevention – 87%</b>
<b>Organizational Performance -78%</b>	<b>Job satisfaction – 79%</b>	<b>Discrimination – 75%</b>	<b>Sexual assault reporting knowledge – 71%</b>
<b>Group Cohesion – 84%</b>	<b>Organizational processes – 79%</b>	<b>Sexual harassment – 86%</b>	<b>Sexual assault response climate -92%</b>
<b>Trust in Leadership – 86%</b>	<b>Engagement – 89%</b>	<b>Sexual harassment retaliation climate – 80%</b>	<b>Sexual assault retaliation climate -</b>

# Toxic Leadership - Analysis

Overall the survey and unit ties the category in a favorable none toxic environment.

- Overall rating 82% Favorable / 18% non favorable
- 18% should not be ignored: Toxicity spreads without clear systemic recognition of its source
- It does not take a large number of people to spread toxicity
- Promotion of leaders
  - No emotional inelegance required to be promoted
  - Pass physical standards and one size fits all schooling
  - Don't do anything illegal

## Toxic Leadership - Conclusion

The only way to eliminate toxins from "climbing the ladder" in the organization would be to recognize and identify the toxins

- Commanders must
  - Be smart about survey timing (minimal negative training impact)
  - Analyze results
  - Brief/discuss the results
  - Take actions on result (action plan)