

Toxic Leadership Behavior Checklist

If someone you know consistently displays 5 or more of these behaviors, they may be doing irrefutable harm to employees in the workplace. Contact beckyr@innolectinc.com to learn more about how to improve the situation and build a creative, high integrity workplace.

Toxic Leadership Behavior	YES	NO
1. Degrades, criticizes and/or embarrasses others in public settings including peers and direct reports.		
2. Believes only his/her ideas are good ideas.		
3. Controls and/or blocks the flow of open and direct access of information.		
4. Uses anger and blame to minimize and control others.		
5. Self-centered; boasts and tells stories about only their own success.		
6. Takes credit for the work of others.		
7. Creates an environment of fear, anxiety and silence.		
8. Blames others for mistakes without taking responsibility themselves.		
9. Inflated sense of self-worth.		
10. Uses retribution to punish those who appear disloyal.		
11. Inflicts serious and enduring harm on the individuals and groups.		
12. Intimidates others by building insecurity and/or undermining confidence.		
13. Willing to deceive or harm others to get ahead.		
14. Uses position power to intimidate, coerce, or unfairly punish others to get what they want for themselves.		
15. Unconcerned and/or oblivious to morale and the needs of others.		