# Toxic Leadership Definitions, Characteristics, and Behaviors

## Summary of Theoretical Framework (Lipman-Blumen, 2005)

***Leaving followers and organizations worse than they found them…..by***

* Circumventing systems of justice/Undermining legal systems and authority
* Engaging in criminal/unethical activities or violating basic human rights
* Feeding followers false allusions to make them seem more powerful
* Lying to mislead followers
* Pitting others against each other (inciting them to treat others poorly)
* Using followers’ fears to incite action
* Identifying and using scapegoats
* Not allowing criticism of any kind (even constructive)
* Being incompetent—misdiagnosing problem or not addressing incompetence
* Failure to develop and mentor/teach other leaders

## Overview of Toxic Leadership Scale (Schmidt, 2008)

### References

Lipman-Blumen, J. (2005a). *The allure of toxic leaders*. University Press.

Schmidt, Andrew Alexander. (2008). *Development and Validation of the Toxic Leadership Scale.*(University of Maryland, College Park). https://drum.lib.umd. edu/bitstream/handle/1903/8176/umi-umd-5358.pdf?sequence=1&isAllowed=y