

CONTROL or Cultivate? Help Workers Break Free From Toxic Leadership

A Practical Guide to Identifying and Addressing Leadership Harm in Cross-Cultural Work

THE IMPACT OF TOXIC LEADERSHIP

Toxic leadership can lead to:

- Burnout & Resignations – Good workers leaving the field.
- Team Division – Distrust and dysfunction.
- Harm to Local Ministry – Damaged relationships with local communities.
- Spiritual & Emotional Damage – Trauma, loss of faith, cynicism.
- Discussion: Have you observed any of these effects? What were the outcomes?

SUPPORTING WORKERS IN TOXIC LEADERSHIP SITUATIONS

- ✓ Listen & Validate: "That sounds really difficult. You're not alone."
- ✓ Assess Risk: Are they in emotional, spiritual, or physical danger?
- ✓ Encourage Healthy Boundaries: Help workers set limits on toxic expectations.
- ✓ Provide External Support: Connect them with counselors, mentors, or accountability structures.
- ✓ Engage Leadership When Possible: Advocate for systemic change if it is safe to do so.

A VISION FOR GENERATIVE LEADERSHIP

Toxic Leaders: *Hoard power, control, and diminish others.*

Generative Leaders: *Empower, trust, and cultivate flourishing teams.*

Reflection Question: *What is one step you can take to encourage generative leadership in your sphere of influence?*

TAKEAWAYS & RESOURCES:

- ✂ Handout Summary – CONTROL framework and best practices.
- ✂ Resources: Counseling networks, books on leadership health, avenues for advocacy.
- ✂ Notes: (Use this space for personal insights and next steps.)



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