



# You Are Not a Frog Podsheet

## Episode 228: Are you an accidental toxic leader?

Quick dip with Dr Rachel Morris

Date

Total CPD hours

### EPISODE SUMMARY

Some of us are guilty of practicing toxic leadership, without even knowing it. This isn't the overt, aggressive bullying we often associate with poor management, but something more subtle and more insidious.

When we're in hero mode, we're constantly stepping in, solving problems, and rescuing our team members. It feels good – we're the saviours, the ones who keep things running. But this form of leadership is dangerous. It creates dependencies in others, stifles their growth, and can lead to our own burnout.

But there's a way we can step back, listen, and support our team in solving their own problems. We don't have to have all the answers, but by allowing our team members to take ownership and find their own solutions, we can promote growth and build a healthier team dynamic where everyone feels empowered.



### IN THIS EPISODE, YOU'LL:

- Understand why taking on too much responsibility for others can be a form of toxic leadership
- Learn how to identify when you're falling into the trap of heroing and how to stop doing it
- Discover how to shift your mindset to a coaching approach, empowering others to solve their own problems

### LISTEN

More episodes of You Are Not A Frog:

#### [Passing the Naughty Monkey Back](#)

Episode 65 with Dr Amit Sharma

#### [How to Escape the Drama Triangle and Stop Rescuing People](#)

Episode 75 with Annie Hanekom

#### [How to Ditch the Saviour Complex and Feel More Alive](#)

Episode 88 with Rob Bell

### WATCH

#### [Watch the video version on YouTube](#)

Episode 228: Are you an accidental toxic leader?



## READ

[The 15 Commitments of Conscious Leadership: A New Paradigm for Sustainable Success](#)

by Jim Dethmer, Diana Chapman, and Kaley Klemp

[Time to Think: Listening to Ignite the Human Mind](#)

by Nancy Kline

## DO

List three things you have learned from this episode which have had an impact on you

Write down what action(s) you will take as a result of listening

Suggest how these actions will make a difference to you, your colleagues or your patients



Write down how you will know that a positive change has happened - what does good look like?

### ADDITIONAL RESOURCES

- Download [Get Your Life Back](#), our 60-minute reset for overwhelmed healthcare professionals!
- Check out our [Beat Stress & Thrive](#) course for busy healthcare professionals!
- Find out more about the [Shapes Toolkit Training programme](#)
- Check out more free resources from [You Are Not a Frog](#)
- Join our Facebook Group [You Are Not A Frog](#)

### HAVE QUESTIONS?

[Email Rachel](#) or reach her on [LinkedIn](#)

