

Review of: "[Commentary] Toxic Leadership and Vicarious Bullying"

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Potential competing interests: No potential competing interests to declare.

This paper explores the correlation between toxic leadership and the workplace phenomenon known as vicarious bullying. It emphasizes that a workplace culture influenced by leaders adhering to neoliberal leadership principles may foster an environment where subordinates feel empowered to engage in bullying behaviors, termed vicarious bullying. It suggests that unethical or colluding subordinates perpetuate detrimental power dynamics.

To improve the paper, it is advised to provide clearer definitions and context for pivotal concepts, elaborate on the research methodology employed, and emphasize the practical implications of the research. Specifically, there is a lack of explicit definition and context for the concept of neoliberal leadership.

Furthermore, while the author posits that the widespread influence of neoliberal ideology contributes significantly to the proliferation of toxic leadership in work environments, it would be beneficial and would make the paper more balanced to acknowledge existing research streams that emphasize alternative leadership styles such as authentic, servant, and humble leadership and analyse their ideological background and prevalency in our society. Incorporating these perspectives would enrich the discussion and provide a broader context for understanding leadership dynamics in contemporary society.