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| Book Name: | **"THE EVOLVING BLUEPRINT, STRATEGIC LEADERSHIP, VALUE-DRIVEN POLICE LEADERS AND ETHICAL EXCELLENCE IN LAW ENFORCEMENT"** |
| Manuscript Number: | **Ms\_BPR\_5036.2** |
| Title of the Manuscript: | **INEFFECTIVE LEADERS ARE UNABLE TO CARRY OUT LEADERSHIP ACTIONS SUCCESSFULLY AND EXHIBIT INCOMPATIBLE LEADERSHIP TRAITS** |
| Type of the Article | **Book Chapter** |

**Special note:**

**A research paper already published in a journal can be published as a Book Chapter in an expanded form with proper copyright approval.**

**Source Article:**

**This chapter is an extended version of the article published by the same author(s) in the following journal.**

**International Journal of Innovative Science and Research Technology, 8(8): 3005-3019, 2023.**

**DOI :** [**https://doi.org/10.5281/zenodo.10147196**](https://doi.org/10.5281/zenodo.10147196)

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| PART 1: Comments | | |
|  | Reviewer’s comment **Artificial Intelligence (AI) generated or assisted review comments are strictly prohibited during peer review.** | Author’s Feedback *(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)* |
| **Please write a few sentences regarding the importance of this manuscript for the scientific community. A minimum of 3-4 sentences may be required for this part.** | This manuscript is important to the scientific community as it highlights the negative impact of toxic and ineffective leadership on organizations and employees. It deepens the understanding of how destructive leadership behaviors affect employee motivation, satisfaction, and productivity. The study also emphasizes the need for ethical leadership practices to promote healthier workplace environments. |  |
| **Is the title of the article suitable?**  **(If not please suggest an alternative title)** | The current title, "Ineffective Leaders Are Unable to Carry Out Leadership Actions Successfully and Exhibit Incompatible Leadership Traits," is clear. |  |
| Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here. | The abstract covers the main topic but can be clearer and more focused. I suggest removing repetitive phrases and including a brief mention of key frameworks or findings. For example, add a line about the toxic leadership models discussed and the impact on organizations. Deleting general statements like "it is necessary to deepen our understanding" would make it stronger and more direct. |  |
| **Is the manuscript scientifically, correct? Please write here.** | The manuscript is generally scientifically correct, as it provides a well-researched discussion on toxic leadership, supported by relevant theories, models, and literature. It references key frameworks such as the toxic triangle and includes citations from credible sources. However, there are areas where the arguments could be better structured, and some sections are repetitive. Clarifying concepts and ensuring consistency in terminology would strengthen its scientific rigor. Additionally, more empirical evidence or case study data would enhance its scientific validity. |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.**  **-** | The manuscript includes a substantial number of references, covering key theories and authors in the field of toxic and destructive leadership. However, many of the sources cited are somewhat dated, with several references from the early 2000s and earlier. While these foundational works are important, incorporating more recent studies (from the last five years) would strengthen the manuscript’s relevance and demonstrate engagement with current research trends. |  |
| Is the language/English quality of the article suitable for scholarly communications? | The language quality of the manuscript is generally understandable, but it needs improvement to meet the standards of scholarly communication. There are several instances of grammatical errors, awkward phrasing, and repetitive sentences. The writing would benefit from clearer sentence structure, more concise wording, and better flow to enhance readability and professionalism. |  |
| Optional/General comments |  |  |

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| **PART 2:** | | |
|  | Reviewer’s comment | Author’s comment *(if agreed with the reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)* |
| **Are there ethical issues in this manuscript?** | *(If yes, Kindly please write down the ethical issues here in detail)* |  |

**Reviewers:**

**Adewale Abass, Federal University Oye-Ekiti, Nigeria**