

# Toxic Workspaces: at a glance

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Researchers Charles & Donald Sull poured through Glassdoor, a website that enables employees to review their workplace, and found there were 5 traits of workplace toxicity. Below you'll find those traits and their antidotes.

## toxic trait

### non-inclusive

social inequities, favoritism, nepotism, cliques, in-crowd, cool kids, boys club, hazing

### abusive

sustained hostile behavior, bullying, yelling, threatening, condescending, belittling

### unethical

a disregard for safety, well-being, and care; exploitation, shady, dishonesty, cheating, theft

### cut throat

undermining colleagues, dog-eat-dog, sabotage, throwing each other under the bus, backstabbing

### disrespectful

rudeness, abruptness, sarcasm, non-communication, promoting & stoking stress, verbal attacks

## antidote

### culture of belonging

appreciate the differences in people, desire for meaningful relationships, compassion

### nurturing

show gratitude, empowerment, practice forgiveness, celebrate wins, process failures

### integrity driven

lives stated values, cares for people & the environment, takes responsibility, accountability

### supportive & growth oriented

creates interdependence, trusting, knowledge-sharing, helpful. strengths-based, boundaryless

### appreciative

caring for colleagues and customers, integration of all ideas, dismantling hierarchies