

TOXIC WORKING ENVIRONMENT

George Avramescu



What is a Toxic Working Environment (TWE)?



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A toxic working environment



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A toxic working environment is a working environment



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A toxic working environment is a working environment which is toxic, where 'toxic' is also referred to as poisonous.

A working environment that is toxic will always lead to an increase in **absenteeism**, **spread time** (lost productivity time) and **idle time** – people arrive late at work and want to leave asap!



Who are the actors of a Toxic Working Environment?



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If the toxic working environment is present / exists, then there are people who



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If the toxic working environment is present / exists, then there are people who

Don't Know



Who are the actors of a Toxic Working Environment?

If the toxic working environment is present / exists, then there are people who

**Know &
Carry On**

Don't Know



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Who gets affected?

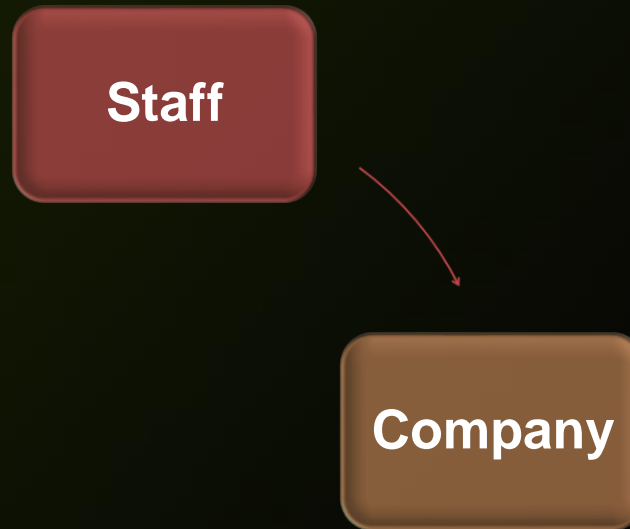


Who gets affected?

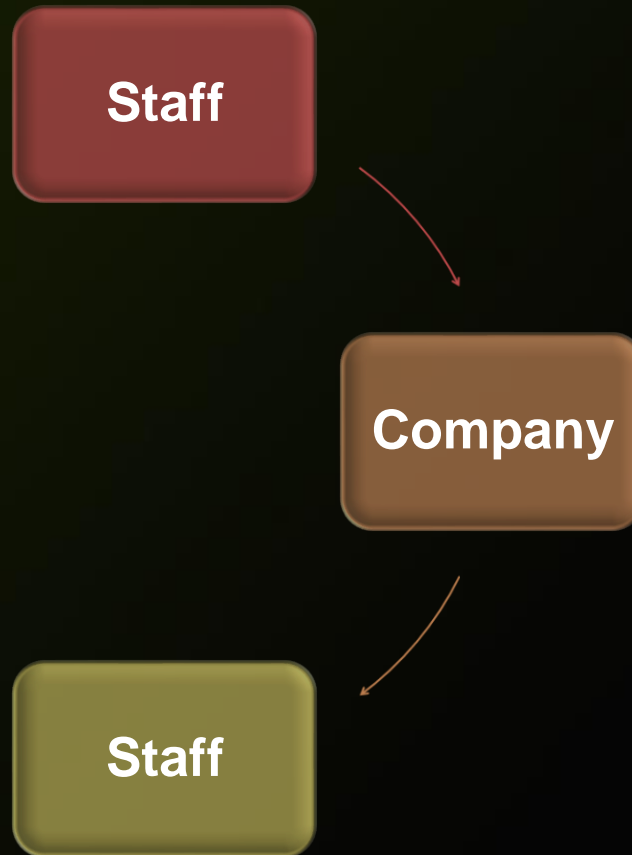
Staff



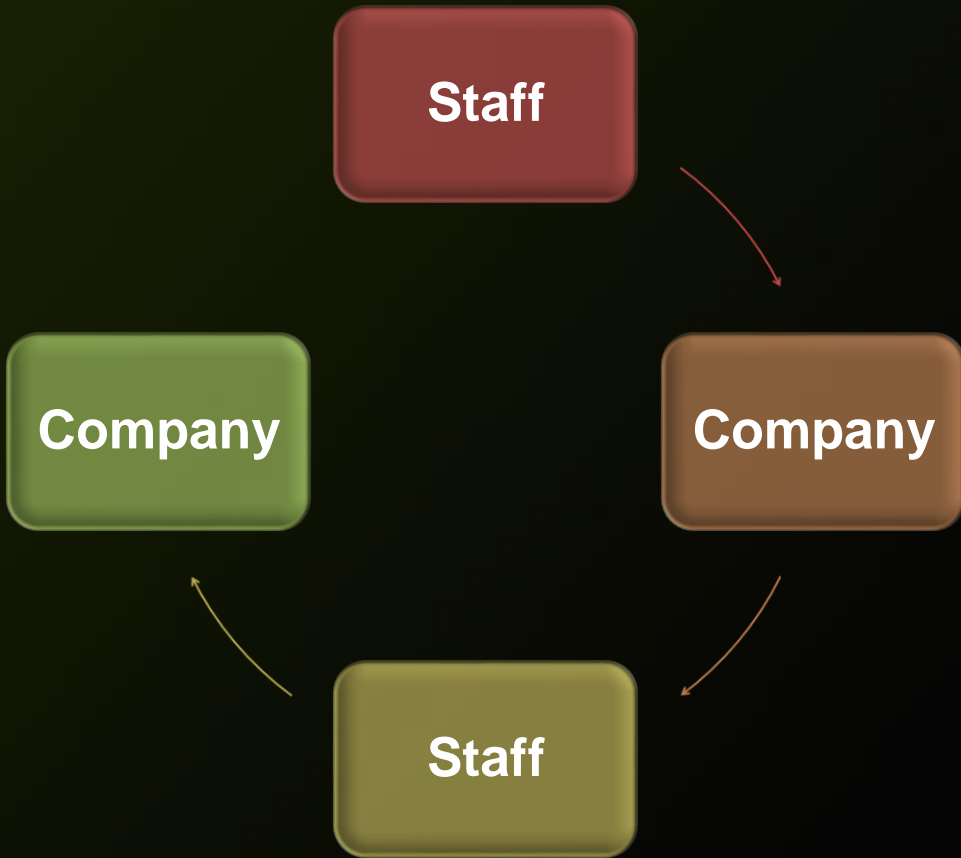
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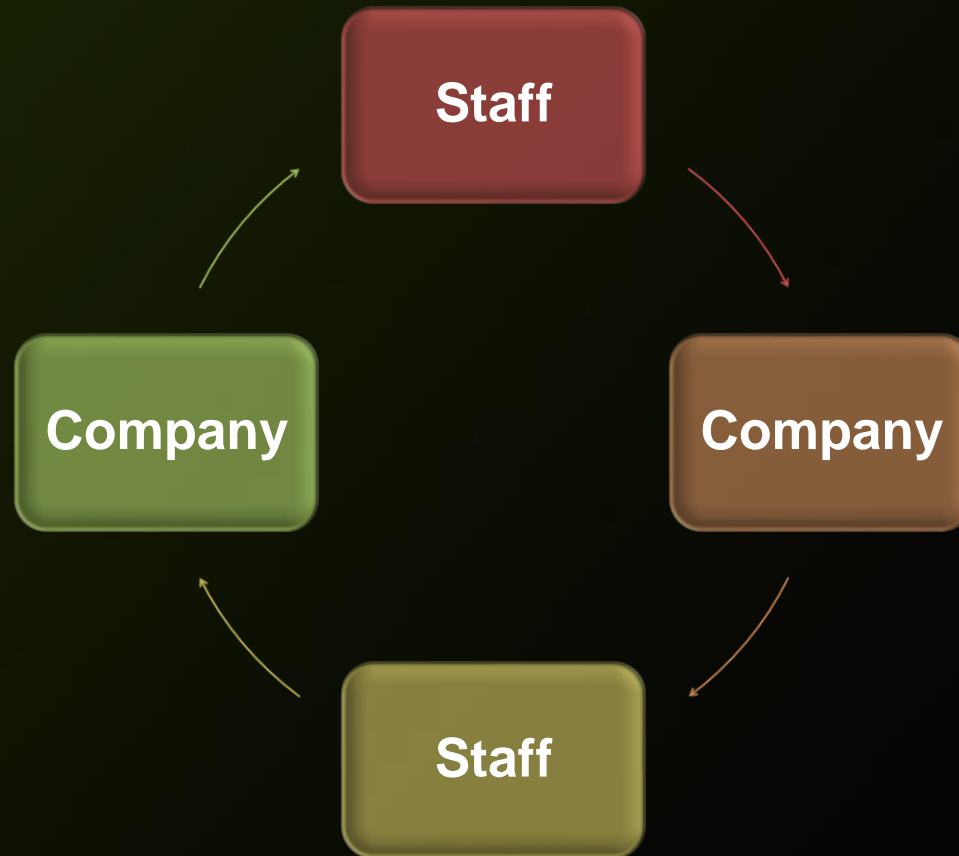
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Who gets affected?



... this is how a Company culture gets destroyed

How can you tell you are part of a Toxic Working Environment?



How can you tell you are part of a Toxic Working Environment?

Negative Management
and Leadership



How can you tell you are part of a Toxic Working Environment?

Negative Management
and Leadership



Gossiping and
Rumouring



How can you tell you are part of a Toxic Working Environment?

Negative Management and Leadership



Overworking (Goose & Donkey)



Gossiping and Rumouring



How can you tell you are part of a Toxic Working Environment?

Negative Management and Leadership



Overworking (Goose & Donkey)



Stress

Gossiping and Rumouring



How can you tell you are part of a Toxic Working Environment?

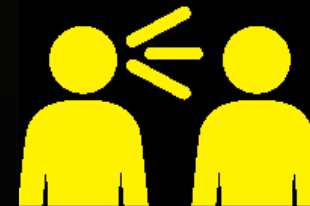
Negative Management and Leadership



Overworking (Goose & Donkey)



Stress



Bullying

Gossiping and Rumouring



How can you tell you are part of a Toxic Working Environment?

Negative Management and Leadership



Overworking (Goose & Donkey)



Harassment



Stress



Bullying

Gossiping and Rumouring



Why do they stay?



Why do they stay?

- Money



Why do they stay?

- Money
- Position



Why do they stay?

- Money
- Position
- Fear of changing jobs



Why do they stay?

- Money
- Position
- Fear of changing jobs
- Location



Why do they stay?

- Money
- Position
- Fear of changing jobs
- Location
- Lack of jobs in the area



Why do they stay?

- Money
- Position
- Fear of changing jobs
- Location
- Lack of jobs in the area
- Good Company name



What can be done?



What can be done?

As an employee / member of staff

- Confront the people face-to-face but without aggression



What can be done?

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- Address line management



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- Be a role model



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As a Company

- Build trust



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- Build trust
- Enhance communication
- Empower people



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- Build trust
- Enhance communication
- Empower people
- Reward and incentivise using meritocracy



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What do you say, George?





Q&A



TOMORROW

**'Identifying and handling
destructive habits and
behaviours in a working
environment'**