

## Workplace Toxicity

### What is Workplace Toxicity?

Workplace toxicity refers to behaviours, practices or environments that make employees feel unsafe, disrespected, or demotivated. It can be visible (like shouting, bullying or discrimination) or subtle (such as favouritism, gossip, exclusion, or silent sabotage).

### Common Signs of a Toxic Workplace

- Constant gossip or negativity
- Micromanagement or controlling leadership
- Favouritism and unfair treatment
- Blame culture — people fear making mistakes
- Employees afraid to speak up
- High levels of stress, burnout, or resignations

### Impact on Employees and the Organisation

Impact on People	Impact on Organisation
Stress & anxiety	High staff turnover
Low motivation	Poor productivity
Conflict & division	Damaged reputation
Withdrawal & disengagement	Increased absenteeism

A healthy workplace does not happen by accident — it is created intentionally. Each person plays a role in either fueling toxicity or building a respectful culture. This training will help us:

- ❖ Identify toxic behaviours
- ❖ Understand their impact
- ❖ Learn tools to respond and prevent them
- ❖ Commit to a culture of respect, fairness and accountability