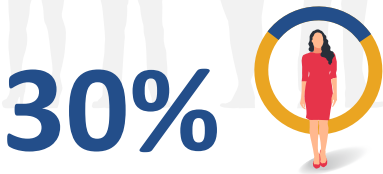




Overcoming Workplace Toxicity



of adult Americans report suffering abusive conduct at work (an estimated 48.6 million).



report witnessing abusive conduct at work (an estimated 30.6 million).



of remote workers report being bullied at work.¹

We Can Stop Bullying



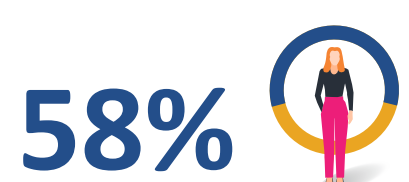
Bystander intervention techniques can be a powerful tool that both leaders and employees can use to address actions that are not aligned with values—and in doing so, contribute to a positive workplace culture.²



employees have left their company due to workplace culture.²



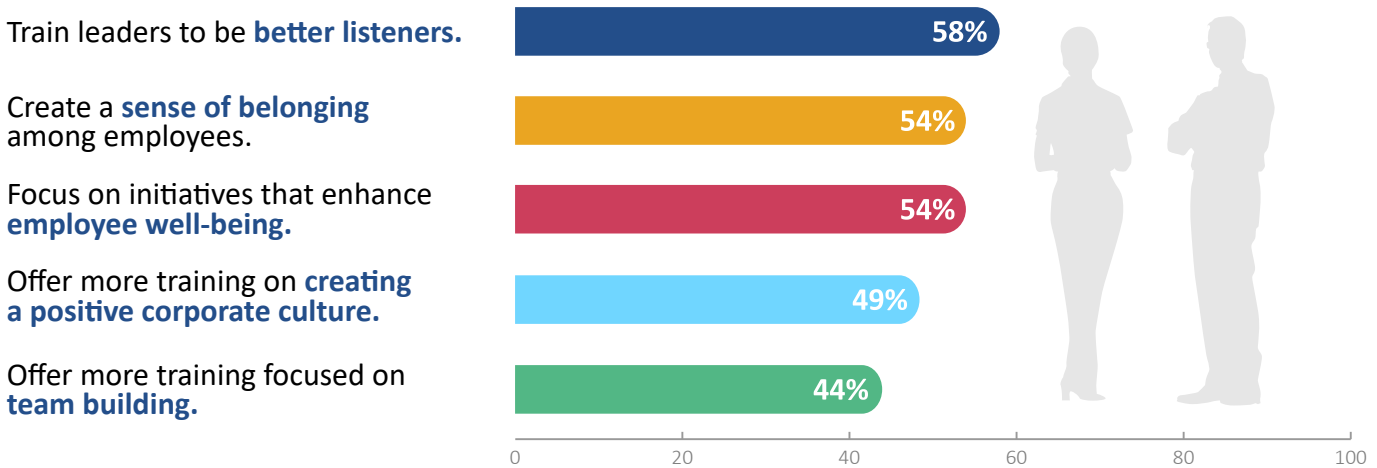
of workers say their manager sets the culture of their workplace.



of those who left say their manager is the main reason.³



How are companies planning to address toxicity?⁴



Training Best Practices



Teach more than compliance to legal standards.

+



Promote and communicate organizational values.

+



Teach employees and leaders to demonstrate respect and civility.

+



Teach bystander intervention skills.²

Good relationships with managers = more job satisfaction for employees.



Show empathy, compassion, and vulnerability.



Express gratitude and make people feel valued.



Give positive feedback to promote employee confidence and promote positive behavior.



Be aware of your employees' self-care needs.⁴

¹ Workplace Bullying Institute. (2021). 2021 WBI U.S. Workplace Bullying Survey. <https://workplacebullying.org/2021-wbi-survey/#>

² Mirza, B. (2019, September 25). *The high cost of a toxic workplace culture*. SHRM. <https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/toxic-workplace-culture-report.aspx>

³ Allas, T., & Schaninger, B. (2020, September 22). *The boss factor: Making the world a better place through workplace relationships*. McKinsey & Co. <https://www.mckinsey.com/business-functions/organization/ur-insights/the-boss-factor-making-the-world-a-better-place-through-workplace-relationships>

⁴ EVERFI & HR Research Institute. (2021). *Preventing toxic workplaces*. (2021). <https://everfi.com/white-papers/workplace-training/preventing-toxic-workplaces/>

