Overcoming Workplace Toxicity

30% of adult Americans report suffering abusive conduct at work (an estimated 48.6 million).

19% report witnessing abusive conduct at work (an estimated 30.6 million).

43% 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

1 in 5 employees have left their company due to workplace culture.³

76% of workers say their manager sets the culture of their workplace.

58% of those who left say their manager is the main reason.³

$223 billion cost of employee turnover from 2014-2019⁴
How are companies planning to address toxicity?*

Train leaders to be better listeners. 58%

Create a sense of belonging among employees. 54%

Focus on initiatives that enhance employee well-being. 54%

Offer more training on creating a positive corporate culture. 49%

Offer more training focused on team building. 44%

**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.

**Good relationships with managers = more job satisfaction for employees.**