# MAYBE IT'S ME

Protecting the workforce from insider threats takes more than reporting bad apples. Each of us should be accountable for our behavior and for the environment we create together. Sometimes when problems arise, we should pause and ask, **"Maybe it's me?"**

Some concerning behaviors in the remote workplace may be common but that does not mean they should continue. Here are three behaviors that we should be mindful of and try to avoid in order to promote a healthy, safe, and productive workforce.

Maybe I'm Embarrassing a Coworker?

You may think it's okay to address a problem in a virtual group meeting, but your coworker may feel uncomfortable responding in a public setting.
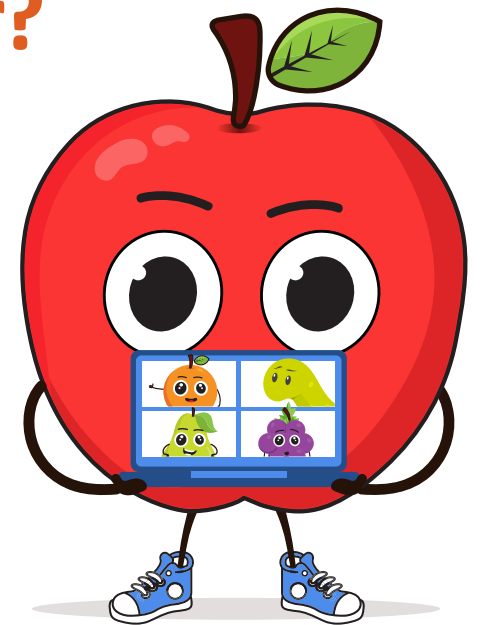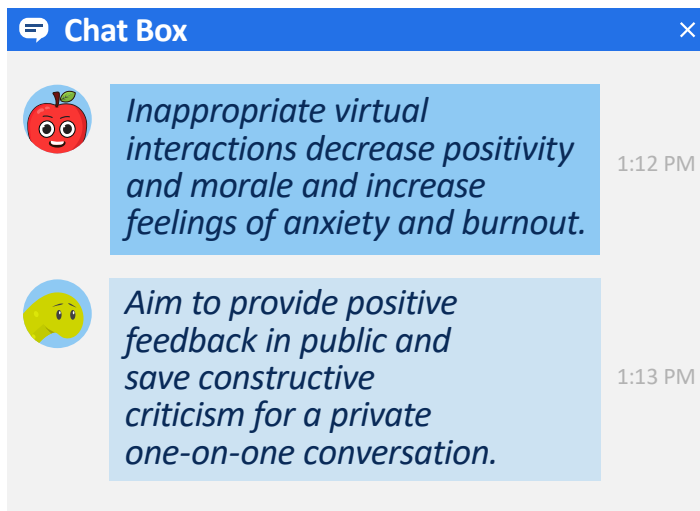
In a 2021 study, 35% of people reported experiencing or witnessing mistreatment during public virtual meetings.

Chat Box

Inappropriate virtual interactions decrease positivity and morale and increase feelings of anxiety and burnout.
1:12 PM

Aim to provide positive feedback in public and save constructive criticism for a private one-on-one conversation.
1:13 PM

Maybe I'm Cyber Gossiping?

You may think gossiping in private side chats is harmless, but ask yourself if you would be comfortable if everyone could see what you've typed.

Remote employees disengage and stop building relationships with their colleagues if they sense that their work culture tolerates gossip.

*Keep your focus on the meeting and engage in conversations that are professional.*

Maybe I'm Isolating Others?

You may think limiting the guest list for your virtual happy hour builds closer bonds, but the negative emotional impact for those you leave out can be significant.

In a 2021 survey of remote workers, 16% reported loneliness as their biggest work-related struggle.

Employees who are left out identify less with their organizations and are more likely to leave.

When you or others work remotely, make sure to include everyone to build and maintain relationships.
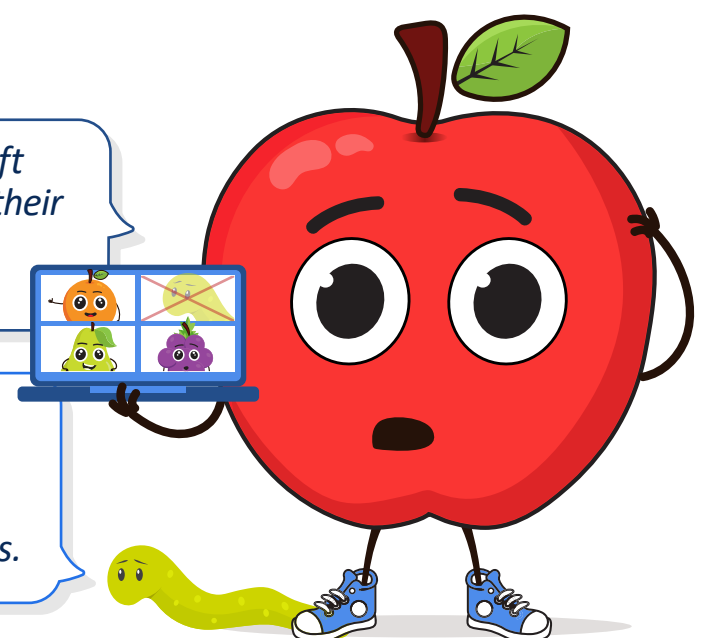
Problematic behaviors lead to toxic environments, which in turn lead to more problematic behaviors.
Will you help break the cycle?

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