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## **Title: The toxic workplace**

How do you avoid toxicity in the workplace? It starts with leadership.

Facing toxic behaviours in the workplace has a harmful effect on mood, motivation, and self-esteem, and any work culture where toxicity exists has failed its employees, values, and vision. Leaders must follow steps to prevent behaviours that negatively affect culture, morale, and motivation. Any toxic behaviours, including toxic masculinity, are unacceptable in the workplace, and there are steps that leaders must use to ensure that toxicity is eradicated.

### **What do toxic behaviours look like?**

According to [Forbes](#), there are a number of signs to look for to identify whether a workplace demonstrates and even promotes toxic behaviours.

This can include a culture where people don't communicate, smile, joke, reinforce and support each other. Triumphs and extraordinary efforts won't be recognised, while even the most minor infractions will always result in stern punishments. This is built from narcissistic leadership that discourages a positive team environment.

It can also be identified through the relationship between managers and employees. Sometimes the disconnect is so clear that they will be separated into two groups, only interacting when managers are telling employees what to do. Members of the workplace on the lower end of the hierarchy will rarely have the opportunity to effect change and bring ideas to the table.

### **Build your culture around positivity**

Toxicity is only possible through an absence of support, love, and encouragement in your environment. As a leader, it is crucial to preserve an uplifting and inspiring environment through your reactions to problems that occur, and your focus and commitment to your individual and team goals.

When you display a positive attitude in your workplace, that demeanour has a strong influence on those around you. The easiest way to constantly promote a positive attitude towards others and within yourself is to show gratitude. Being grateful and showing gratitude for everything you have - big and small - trains your brain to see more of the good in the world.

As well as this, it should go without saying that there should be zero tolerance for workplace bullying, harassment, and intimidation.

As a leader, your opinion is important and your approval can mean a great deal to those around you. The simple act of complimenting the people around you, even for the smallest of victories, can make a massive impact on their mood and motivation.

Encourage your employees to look at the bigger picture by setting goals and making sure each person has a part to play in the success of your organisation. When hardships arrive, an optimistic mindset stimulates the productivity required to solve tough problems.

### **Great leadership puts an end to toxic behaviours**

When there is a focus put on the success of your employees and encouragement of a positive culture, a toxic workplace cannot be maintained.

Align the team with all the tools to succeed towards their goals, and provide the necessary coaching, support, and motivation to make it a journey that is mutually beneficial for everyone in the organisation.

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