

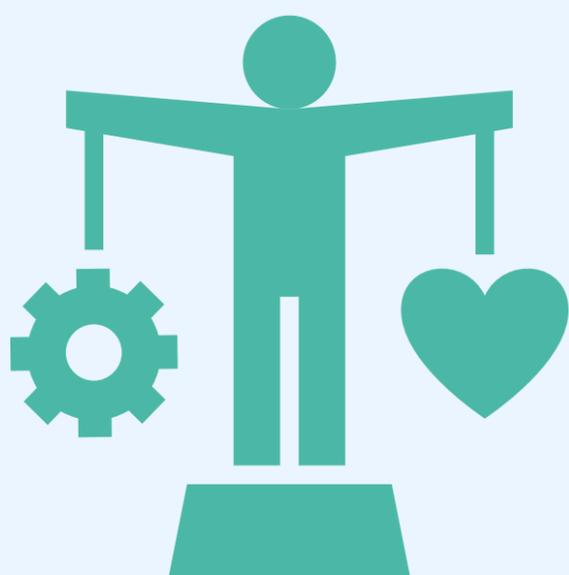
5 Warning signs of an unhealthy workplace

And tips to deal with it.

Recognizing an unhealthy workplace

Your inputs are not valued

An organization that doesn't value its employees' inputs will allow a toxic environment to flourish.



No work-life balance

Burnout is a symptom of a lack of work-life balance. In healthy workplaces, managers care for the employees and their wellbeing.

Lack of empathy and compassion

Managers who lack empathy may expect their team members to designate work as top priority.



Recognizing an unhealthy workplace

High employee turnover

Common reasons for high employee turnover include mismanagement, disorganization, lack of leadership, and low growth opportunities.



Behaviour of co-workers

Bad behaviour (like undue criticism) needs to be addressed immediately by leadership to make sure that wellbeing of employees is not hindered.

Dealing with an unhealthy workplace as an employee:

- Lookout for co-workers who share your values and desire a healthier working environment.
- Focus on your work and engage less with colleagues.
- Involving leadership can help. Reaching out to a skip level or a CXO who has a different point of view on the culture can be of use.
- If there are any democratic processes like anonymous employee feedback, do use them to flag issues.
- Plan an exit strategy. If your efforts are not fruitful and cause mental distress, you should leave. Nothing is worth your peace of mind.



Dealing with an unhealthy workplace as HR, CXO or founder:

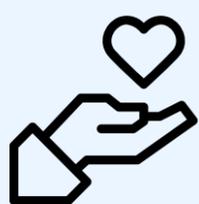
- Call out what is unacceptable.
- Document policy.
- Sensitize HR folks and managers.
- Weed out persistent offenders.
- Set up anonymous feedback.
- Watch your exit statistics.



An unhealthy working environment can be a significant source of stress for employees and employers alike.

#WellbeingontheWeb provides holistic wellness services that include counselling, live webinars, articles, and more which can help your employees work better.

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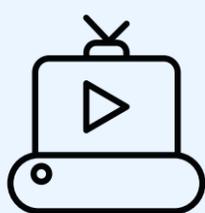
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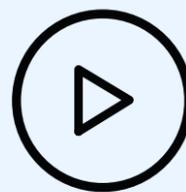
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