

Are you experiencing some of the signs of a toxic work culture?

Yes

How long have you been feeling like this?

< 3 months

Can you see a natural end to this feeling at work?

No

Ok, chin up. Below is a link to a useful blog which covers increasing your resilience in tough times.
[3 things James Cracknell can teach us about resilience in leadership](#)

Yes

> 3 months

This could be signs of a pattern. Here are 3 options to consider:

1

Do nothing.
It might be a phase, it might pass. This could be a period of extreme change & stress which won't last long

TOP TIP:

Choose a date or a relevant milestone to check back in to see if you're still feeling this way. Don't let it go on too long.

2

Do something for you and the business.
Call out the behaviours. Acknowledge the elephant in the room. Speak to the person who you think will make the biggest difference.

TOP TIP:

For any of these actions, plan your approach. A good model to use is called OFEN: Opinions, Feelings, Experience, Next Steps.

3

Do something for you.
It sounds like it might be time to change your manager, role or company. What info do you need to be sure you can make the decision for yourself?

TOP TIP:

Write down your decision to go on a post-it at home or in a safe place. Draw a happy or a sad face over the course of a couple of days whenever you think about that decision being true, and whether that makes you feel happy or sad. At the end of the two days, which have you felt more?

If it's a happy face, then it's time to think about what's next.

If it's a sad face, then what can you do make staying more valuable to you? Look at tip 2 for some suggestions.

No

Excellent. Please keep an eye out for other people too.

TOP TIP:

Why don't you think of a few reasons why you think your culture works well & share these with colleagues tomorrow. Or you could thank someone for being great to work with.

