

How Healthy or Toxic is Your Work Environment?

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Directions: Rate the degree of how healthy or toxic you feel your work environment in considering the the following conditions. Do this by placing your rating with an (X) or (✓) in the box below the number of your rating, according to this key:

- 1 = Hardly ever happens.
- 3 = Happens a few times.
- 5 = Sometimes happens.
- 7 = Happens a lot.
- 9 = Always happens.

		Ratings				
Toxic work conditions		1	3	5	7	9
1.	High employee turnover, low retention.					
2.	Poor communication.					
3.	Shortage of psychological safety.					
4.	Office gossip and cliques.					
5.	Workplace bullying.					
6.	Tyrannical, narcissistic bosses.					
7.	Absence of life-work balance.					
8.	Low morale.					
9.	Little or no recognition.					
10.	Non-stop conflict.					
11.	Lack of sharing information or knowledge.					
12.	Sweeping things under the rug.					
13.	Inconsistencies in management.					
14.	Micro-management.					
15.	Lack of responsibility.					
16.	Blaming and scapegoating.					
17.	Lateness/absenteeism.					
18.	Everyone saving their own skin (CYA).					

19.	Damaging, hurtful behavior.					
20.	Disrespect.					
21.	Failure to promote diversity, inclusion, and equality.					
22.	Unethical behavior.					
23.	Toxic personalities.					
24.	Workplace bullying.					
25.	Mistrust.					
26.	No common core values.					
27.	Unfriendly competition.					
28.	Public criticism of employees.					
29.	Bad reviews of the company on-line.					
30.	Siloed teams.					
31.	No opportunities for growth.					
32.	Unfair discipline.					
33.	Focusing on wrong behaviors more than right ones.					
34.	Good performance not rewarded consistently.					
35.	Unrealistic workloads.					
36.	Power struggles.					
37.	Lack of worker motivation.					
38.	Egos get in the way.					
39.	Lack of autonomy.					
40.	Over-worked and underpaid.					
41.	Numbers ahead of people.					
42.	Inflexibility of company.					
43.	Fear of retribution.					
44.	Defensiveness.					
45.	Promotion of self-interests.					
46.	Foul moods.					

47.	Management with “my way of the highway” attitude.					
48.	Insulting personal disagreements.					
49.	Dramas.					
50.	Tense work climate.					
51.	Illegal behavior.					
52.	Lack of collaboration.					
53.	No promotions within.					
54.	Lack of employee engagement.					
55.	Feelings of being disconnected, alienated.					
56.	Unclean or unsafe work conditions.					
57.	Lack of role-modeling by management.					
58.	Stressful atmosphere.					
59.	Operational inefficiency.					
60.	Negativity.					
61.	Lack of unity.					
62.	No clear mission or goal.					
63.	Clever answers are better than good questions.					
64.	Favoritism, nepotism.					
65.	Verbal or physical abuse.					
66.	No credit.					
67.	Strained relationships.					
68.	Manipulation.					
69.	Undermining behavior					
70.	Unclear instructions.					
71.	Poor training.					
72.	Lack of boundaries					
73.	Intolerance of different perspectives.					
74.	Mean-spiritedness.					

75.	Pernicious behavior.					
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Scoring Key

- 75-150 = Healthy Workplace
- 151-375 = Some toxicity Present
- 376-535 = Toxic Workplace
- 536-675 = Deadly Work Workplace