

# NOT ALWAYS OBVIOUS SYMPTOMS OF A TOXIC CULTURE

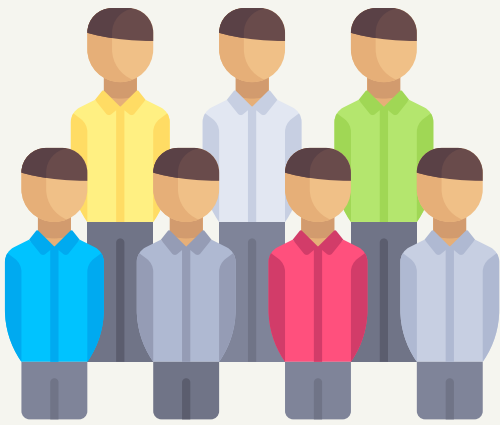
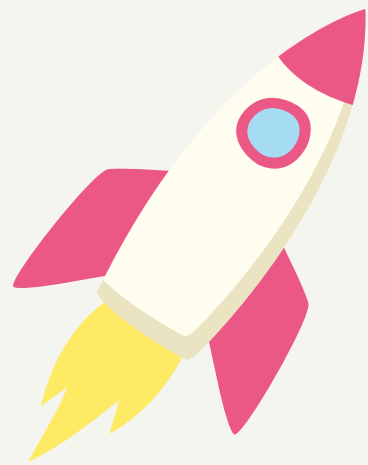


## OVERWORKING

OVERWORKING IS A BADGE OF HONOR  
Employees are applauded for not taking breaks and for working in the evenings and weekends...an "always on" mentality is an expectation

## FAILURE TO LAUNCH

LOT'S OF WORK, NO REAL RESULTS  
The inability to take a stand and drive an initiative across the finish line can be an indicator that the person responsible is afraid of backlash or unhealthy criticism



## THAT'S NOT HOW WE DO IT HERE

LACK OF INDEPENDENT THOUGHT  
When new ideas are shot down before they are even explored, it is a sign of insecurity and underlying fear. "Group Think" takes over and innovation is stifled.

## MANAGING ACTIVITY VS RESULTS

### LACK OF TRUST

When the # of hours worked is more important than the results of the effort or "face time" in the office is valued over contributions made, it's an indicator of immature managers (who are not leaders)



## THE BLAME GAME

FEAR IS THE UNDERLYING CURRENT  
When finger pointing and blame are rampant, employees become less and less willing to take risks, even healthy, calculated risks. When there is no tolerance for learning or mistakes and failure becomes a public sport for shifting and placing blame to deflect attention, no one wins and often the customer suffers.