



# Four Signs of a Toxic Workplace

There will be days when you might not like your job. Everyone will at some point, but what if it's day after day after day? If you're constantly dreading the workday or even fearful of going into work, you might be in a toxic workplace. A toxic workplace can be dealing with a manager who's a bully, hostile coworkers, overly stressful, unsafe conditions, or even an overall lack of employee engagement rate. If this is the case, it's probably time to start looking for a new opportunity. Here are four signs of a toxic workplace.



## Heavy Turnover

One of the most common signs of a toxic workplace is heavy turnover. If your company feels more like a revolving door or employees than a place where people stick around for the long-haul, you're likely in a toxic work environment.

Leaving a job is usually not an easy decision, so if you notice multiple people moving on from the company, it's a pretty sure sign that something isn't right with the company culture. Another sign of unhealthy or rapid turnover is if you notice a consistent stream of termination or layoffs. High employee turnover usually means there's disorganization, lack of direction, bad leadership, or little opportunity for upward mobility. Paying close attention to your company's turnover rate is one of the surest ways to spot if there are toxic elements afoot.



## Unmotivated or Stressed Coworkers

What vibe do you get from your coworkers? Do they form cliques? Is there a noticeable gossipy culture? Are your coworkers unfriendly or short with one another? These are all warning signs that your coworkers are unmotivated or stressed daily and that you're probably in a toxic workplace. When you and your coworkers are drained continuously or burned out from a toxic work environment, it's hard to have a healthy company culture and high engagement in your work.





## Poor or Uninvolved Leadership

You've probably heard the adage, "people don't leave bad workplaces; they leave bad bosses." It's a popular saying for a reason. Poor or uninvolved leadership can be a parasite that infects every area of a company if it's allowed to happen unchecked.

Bad leadership can look like micromanagers, leaders who email you at all hours of the day or night, to managers who don't even know your name. If you experience any of these poor leadership problems, the first step is to make HR aware. If you do this and things don't change, it may be an indicator of systemic bad leadership, and you might think about moving on to a different company.



## Stifled or No Growth Opportunities

If your workplace doesn't offer or encourage professional growth, it might be a toxic environment. If there's also a lack of upward mobility, it's likely this is a sign of a toxic workplace. Organizations that encourage professional development usually want their employees to succeed and move up in the company; there is also higher employee engagement and satisfaction at companies that invest back into their staff's growth.

While not every company may not have the resources available to invest in your growth, you'll want to take note of if they encourage it and take whatever steps possible to foster your development. If it becomes clear a company doesn't value or promote growth, or there's nowhere for you to move up, it might be time to find an organization that does.

If a bad day, challenging week, or frustrating month becomes cyclical, you're probably in a toxic workplace. A toxic workplace is having all of these challenges on repeat, without a break. Toxic work environments often lead to unrest, unhealthy competition, low morale, constant stressors, negativity, high turnover, and even bullying. Spotting the warning signs is key to knowing when it's time to leave a toxic workplace for a new, supportive one.

### About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.

