



Quiet quitting toxic work cultures

Πώς σχετίζεται το burnout και το quiet quitting με την ισότητα & τη συμπερίληψη της εργασιακής μας κουλτούρας -και τι μπορούμε να κάνουμε γι' αυτό.











**Τι σημαίνει
“τοξικό εργασιακό περιβάλλον”;**

Top Predictors of Attrition During the Great Resignation

The authors analyzed the impact of more than 170 cultural topics on employee attrition in Culture 500 companies from April through September 2021. These five topics were the leading predictors of attrition. Each bar indicates the level of importance of each topic for attrition relative to employee compensation. A toxic culture is 10.4 times more likely to contribute to attrition than compensation.

← Importance relative to compensation →

Toxic corporate culture



Job insecurity and reorganization



High levels of innovation



Failure to recognize employee performance



Poor response to COVID-19



The Toxic Five

Five attributes — disrespectful, noninclusive, unethical, cutthroat, and abusive — have by far the largest negative impact on how employees rate their company's culture in Glassdoor reviews. Each bar represents the marginal impact a negative mention of a topic had on an employee's rating of their organization's culture. If an employee says they feel disrespected in their review, for example, their culture rating will be 0.66 lower on a five-point scale on average, all else being equal.

DISRESPECTFUL

Lack of consideration, courtesy, and dignity for others (.66)

NONINCLUSIVE

LGBTQ inequity (.65)

Disability inequity (.59)

Racial inequity (.58)

Age inequity (.44)

Gender inequity (.40)

Cronyism and nepotism (.40)

General noninclusive culture (.33)

UNETHICAL

Unethical behavior (.62)

Dishonesty (.59)

Lack of regulatory compliance (.44)

CUTTHROAT

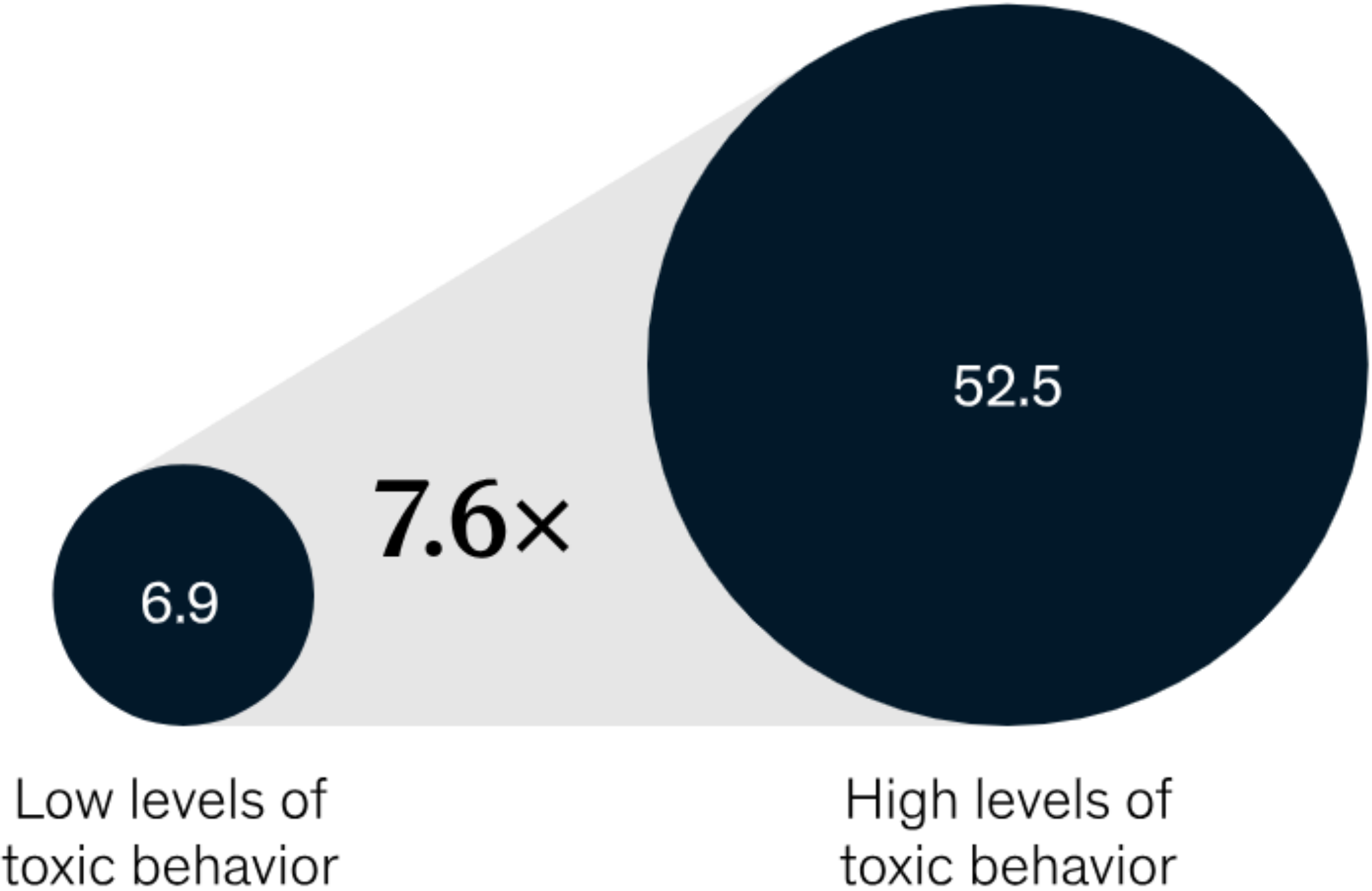
Backstabbing behavior and ruthless competition (.61)

ABUSIVE

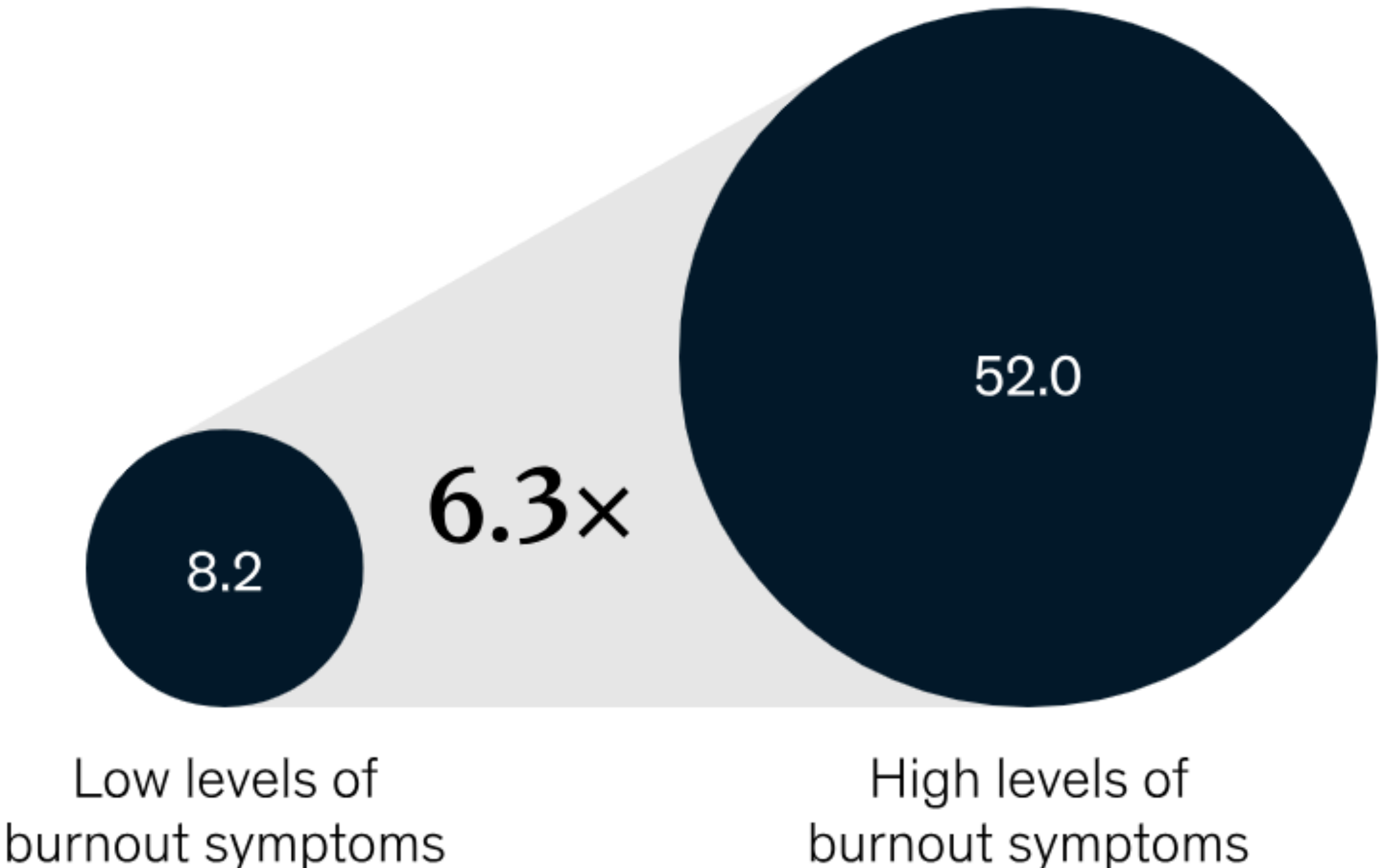
Bullying, harassment, and hostility (.50)

Employees reporting high levels of toxic behavior at work are more likely to experience burnout, leading to an increased intention to quit.

Share of employees reporting burnout symptoms by level of toxic behavior reported at work, %



Share of employees reporting intent to leave their job in the next 3–6 months by level of burnout experienced, %





WHAT

CAN  DO?

Τα 6 βήματα



Ηγεσία

Η έμπρακτη και στρατηγική δέσμευση της ηγεσίας

Δεδομένα

Ο ορισμός του baseline και το ownership των στόχων

Πλαίσιο

Η στρατηγική και οι πολιτικές που δημιουργούν οργανωσιακή μνήμη

Τα 6 βήματα



Εκπαίδευση

Εξειδικευμένη,
διαδραστική,
συστηματική
εκπαίδευση

Κουλτούρα

Η καλλιέργεια των
αξιών και η
καθημερινή
εφαρμογή στις
ομάδες

Επικοινωνία

Η διαφάνεια και η
ανάδειξη κάθε
μικρής νίκης

Cognizance

Because bias is a leader's Achilles' heel



Curiosity

Because different ideas and experiences enable growth



Courage

Because talking about imperfections involves personal risk-taking



Cultural intelligence

Because not everyone sees the world through the same cultural frame



Commitment

Because staying the course is hard



Collaboration

Because a diverse-thinking team is greater than the sum of its parts



The six signature traits





Καλή επιτυχία!