

Toxicity in Technology Workplaces

Toxicity in technology workplaces has been a hot topic recently. An anonymous study of over 100 technologists was conducted to understand their perceptions of toxicity so we can make progress towards mitigating toxicity in the workplace.

Here's a statistical view of our results.

Survey results are from 118 people in technology who have had toxic colleagues or bosses.



Toxicity: "A toxic worker is defined as a worker that engages in behavior that is harmful to an organization, including either its property or people." (Harvard Business School)

Colleagues



35%

of respondents with a **toxic colleague** had a breaking point that made them **leave the organization** because of them

Bosses



60%

of respondents with a **toxic boss** had a breaking point that made them **leave the organization** because of them

Top 3 Behaviors of Toxic Colleagues

- 1 Tears other people down
- 2 Disrespectful behavior or general misconduct
- 3 Manipulative

Top 3 Behaviors of Toxic Bosses

- 1 Acts like a dictator
- 2 Plays favorites
- 3 Inconsistent

Consequences of Toxicity

Personal consequences:
Ranked by most commonly selected



Toxic Colleague	Personal Consequence	Toxic Boss
1	Not happy at work	1
2	Low Morale	2
3	Talk Bad/Gossip about toxic person	8
4	I dread interacting with them	5
5	More stress	3
6	More anxious	4

Toxic Colleague	Organizational Consequence	Toxic Boss
1	Lower Team Morale	2
2	More stress	1
3	More conflict among colleagues	4
4	Less productivity	3
5	More gossip about the toxic person	5
6	Increased turnover	6

Organizational Consequences:
Ranked by most commonly selected



Addressing Toxicity



61% are/were not comfortable addressing or reporting the toxicity of their colleague



66% are/were not comfortable addressing or reporting the toxicity of their boss

■ Unsuccessful %
 ■ Successful %
 ■ N/a (didn't try) %

Actions taken to mitigate toxicity of the colleague:

I put up with the toxic behavior	65	25	10
I talked to my manager or leadership about the toxicity	59	16	25
I addressed the toxic colleague or boss directly	58	6	36
Colleagues gave feedback to leadership about the toxic colleague or boss	55	17	28

Actions taken to mitigate toxicity of the boss:

I put up with the toxic behavior	64	26	10
I talked to my manager or leadership about the toxicity	39	11	50
I addressed the toxic colleague or boss directly	61	6	33
Colleagues gave feedback to leadership about the toxic colleague or boss	51	8	41