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



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



Tears other people down



Disrespectful behavior or general misconduct



Manipulative

Top 3 Behaviors of Toxic Bosses



Acts like a dictator



Plays favorites



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

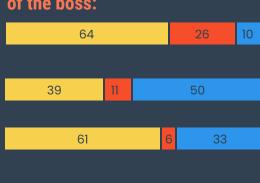
N/a (didn't try) %

Unsuccessful % Successful % Actions taken to mitigate toxicity

of the colleague:

59 25 58

Actions taken to mitigate toxicity of the boss:



(*) VENNGAGE

Colleagues gave feedback to leadership about the toxic colleague

I talked to my manager or leadership

I addressed the toxic colleague or

I put up with the toxic behavior

about the toxicity

boss directly

or boss

55