

Negative culture

Negative culture occurs when company employees adopt practices that harm an organisation's growth and image. This creates problems such as unethical behaviour, lack of motivation and low productivity, amongst other situations that will ultimately put a company's performance and reputation at risk.

You must act quickly to improve a negative work environment before productivity lags and employees start thinking about other options leading to abandoning the ship.

Indications of negative company culture

- ✓ High Turnover
- ✓ Poor communication
- ✓ Incompatible company values
- ✓ Unhealthy work life balance
- ✓ Negative environment
- ✓ Bad reputation
- ✓ Bad management
- ✓ Lack of empathy
- ✓ Office gossip
- ✓ Bad habits
- ✓ Focusing on profit alone
- ✓ Office discipline
- ✓ Distrust
- ✓ Bullying
- ✓ Burnout

Take responsibility

Leaders can't begin to resolve the problem of the toxic office without exploring their own conduct. Stress, workplace politics and avoiding disagreements can all contribute to leaders unwittingly turning a blind eye thus allowing bad behaviour to exist.

Observe and communicate

By observing team members, having conversations and becoming familiar with their causes of tension or dysfunction in the workplace you will be able to implement a plan to detect future problems sooner.

Create a culture where failure isn't punished

Create an environment where sharing failure is just as important as sharing success. Focus on what both can teach you and how both can help you reach your goals.

What characteristics does your team need?

These characteristics will be the roadmap for decision-making and problem-solving. If your people do not accept or embrace change and are content, it will be very difficult for you to push the vision forward.

Re-establish security in the office

listen to people who feel victimised and listen with compassion. Do not downplay a team member's concerns. Talking to your team will help re-establish a sense of security, but it's also a good way to rebuild trust.

Make everyone responsible in the contribution to your company culture

If your employees are responsible for contributing to the company culture by helping others, praising their team and boosting morale, they become part of the solution too.

Time to Take Action

This can be the toughest part of the whole process. Communication must be your best friend and it must be open and totally honest.

If you truly want or need change, communicate your vision often and keep it simple and very clear.

Fact Sheet – Identifying Negative culture

Set out your company goals and monitor the progress. Let employees know what you want the outcome to look like, i.e., higher morale, greater sales, better relationships, employee retention, etc.
Ask for feedback consistently and embrace the responses. If you ignore the feedback, the process will break down.

Be more open and share the highlights and the challenges. As dynamics begin to shift, celebrate the wins.