

READING REPORT



Article Summary Sheet

TITLE Toxins in the workplace: affect on organizations and employees

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ABSTRACT

- The article defines workplace toxins, including toxic leaders, managers, cultures, and organizations.
- It highlights the psychological effects of workplace toxicity on employees, such as anxiety, irritability, impaired judgment, concentration issues, and memory loss.
- Toxic environments incur significant organizational costs, estimated at over 200\$ billion annually in North America, contributing to around 30% of business failures.
- Suggested solutions include recognizing toxicity and using toxin handlers to reduce its impact.

METHOD

Theoretical and descriptive literature review

RESULTS

- Workplace toxicity harms employees through stress, anxiety, irritability, and reduced concentration.
- It negatively affects organizations by increasing turnover, absenteeism, low morale, and productivity losses.
- Toxic environments encourage deviant behaviors such as theft, sabotage, and withdrawal.
- Toxic leaders and managers spread toxicity through top-down influence on organizational culture.

DISCUSSION AND LIMITS

- Modern organizations prioritize short-term profits, fostering toxic behaviors.
- Toxic individuals are rewarded, spreading negativity.
- Toxic leaders influence culture and norms through a trickle-down effect.
- Organizational culture sustains toxicity.
- Early recognition and diagnostic tools are crucial to prevent toxic cycles.