



Brief Summary of Respondents to the Ratings Of Toxic Symptoms Scale

The following data is from 336 individuals who took the *Ratings Of Toxic Symptoms (ROTS) scale* in the 13 months between November 2015 to December 2015.

On the 30 item rating scale, respondents rated their workplace on a scale from 1 (not true of my organization) to 4 (frequently true of my organization). The items covered seven different categories:

1. Communication
2. Negative environment
3. Manipulation
4. Cooperation
5. Employees not valued
6. Honesty / Integrity
7. Responsibility and accountability.

For the overall rating scale, the following results were found:

	Percentage of All Respondents	
Rated Their Workplace as:		
Normally Stressful	58.9%	
Unhealthy	22.6%	
Extremely Toxic	14.6%	} 18.5%
Deadly	3.9%	

Primary Themes

The top three areas identified as most problematic (by all respondents) were:

1. *Poor communication*

e.g. “Communication within the organization is characterized primarily by criticism and negativity.”

“Indirect communication is used to ‘go around’ normal chains of authority.

2. *Lack of honesty and integrity*

e.g. “What the company says it values and how it acts are significantly different.”

“Leaders have the pattern of ‘saying one thing, and doing another’.”

3. *Lack of cooperation*

e.g. “Departments do not work together to reach shared goals.”

“There is significant competition and jealousy between departments, at a level which is unhealthy.”

These three areas were rated as significantly higher than the remaining four categories (not valuing employees, manipulation, negative work environment, lack of responsibility & accountability).

Demographics of the Respondents:

<u>Age Group</u>	<u>N</u>	
21- 30	30	9%
31- 40	66	20%
41 – 50	114	34%
51 – 60	83	25%
60+	40	12%

<u>Gender</u>
73% female
27% male

<u>Industries</u>	<u>N</u>	
Medical	39	12%
College /Universities	34	10%
Education	33	10%
Prof Svcs (Private)	27	8%
Gov’t	26	8%
Soc Services	22	7%
“Other”	74	22%
Small categories (combined)	81	24%



Secondary Themes

Almost 25% of men rate their workplace as extremely toxic or deadly.

Of those who rated their workplace as extremely toxic or deadly, 35.5% were male.

Women were more likely to rate their workplace as toxic (14%) vs. deadly (3%).

Males rated their work settings significantly worse than the female respondents in the areas of their workplace being manipulative, having a lack of accountability & responsibility, and employees not being valued.

There were some generational trends:

- *50-59 year olds saw their workplaces as being more cooperative than 21 – 29 year olds did.
- *30-39 year olds saw greater problems with lack of responsibility and accountability than those who were 50-59 and 60 and older. (e.g. “Rules and procedures are largely ignored.”)
- *30-39 year olds were more concerned about poor communication patterns than the other age groups.
- *Employees under the age of 39 (21-29, 30-39) rated their workplaces as more negative than the older age groups.

Summary and General Findings

Individuals who took a scale that assesses their perceptions of how negative their workplace is largely found their workplace to be normally stressful (59%) or just somewhat “unhealthy” (23%), while 15% rated their workplace as “extremely toxic” and 5% as “deadly”.

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