QUESTIONS FOR DISCUSSION

RISING ABOVE A TOXIC WORKPLACE
TAKING CARE OF YOURSELF IN AN UNHEALTHY ENVIRONMENT

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• Have you worked in a setting you experienced as toxic?

• If so, what about the workplace or relationships were unhealthy?

• What factors do you think should be considered to decide if it’s time to leave an unhealthy work environment?
• When you think of a toxic boss, what characteristics come to mind?

• What do you think about the idea of giving constructive criticism to your boss?

• Can you visualize yourself standing up to a mean boss?
CHAPTER THREE
REALITY CHECK: GREAT PLACES TO WORK

• Do you think a leader has to be trustworthy to be effective? Why?

• Have you known or worked under a really solid leader? What characteristics had an impact on you?

• In what area do you want to grow to become a more effective leader (regardless of whether you are in a formal position of leadership)?
Do you think toxicity displays itself differently in a non-profit organization in contrast to a business? If so, how?

Do you have someone in your life who could be a mentor or advisor to you? What steps could you take to start meeting with someone?

Do you now see that a past negative experience in your life provided an opportunity to grow and learn valuable lessons? If so, what did you learn?
CHAPTER FIVE

LITTLE MURDERS AT WORK

• What is more hurtful to you—a negative comment or an indirect message sent by sarcasm?

• When a colleague says something offensive or mean, how do you manage yourself and not add to the negative environment?

• Under what conditions do you think it’s best not to confront a colleague and “fight for your rights”? 
• What in your life (work or personal) is creating the most stress for you currently?

• What aspects of the stress (greater demands or fewer resources) are under your influence?

• What attitude or perceptual adjustments could you make to help you endure the stress better?

• What physical activity or additional sleep could you add to your life to help you manage the stress better?
• When negative events occur in your workplace, what emotions and reactions do you struggle with?

• If you let unhealthy reactions grow and begin to act on them, what might happen to you?

• What positive actions or preventive steps could you take to survive and thrive?
• Have you gone through a training session that felt superficial? What could have made it feel more genuine to you?

• Do you struggle with being cynical about some area at work? Do you mistrust others’ motives? If so, why?

• Can you identify someone you know or worked with who relates to others authentically? Can you think of ways you’d like to become more like her or him?