

Healthy vs. Unhealthy Workplaces

In order to create a respectful workplace, it is important to first understand the differences between healthy workplaces and unhealthy workplaces.

Healthy Workplaces	Unhealthy Workplaces
Highly Productive	Hard to get things done
People enjoy working together and spending time with their co-workers	People are not friendly with their co-workers and may gossip about them
Changes can be made with full cooperation of employees	Employees resist change or undermine efforts to make changes
Employees enjoy responsibility and seek more responsibility	Employees refuse to take on additional responsibility, directly or indirectly
Employees and managers are willing to help where ever needed	Employees and/or managers stick to “it’s not my job” or “that’s the supervisor’s responsibility “
Work is finished on time	Work is late or deadlines are ignored
Work quality is consistently very high	Work quality is mixed or unpredictable
Customers and clients report high marks for customer service	Customers and clients complain about the customer service they don’t receive
Accidents, injuries, harassment claims and workers’ compensation claims are very low	Accidents, injuries, harassment claims and workers’ compensation claims are high
Problems and issues are discussed openly between employees and managers	Problems and issues are not discussed openly, even though everyone knows about them
People are not afraid to express their opinions	People are afraid to tell the truth because they are ignored, reprimanded or viewed as trouble-makers
People are not afraid of disagreements because they realize diversity is healthy. They feel more productive when issues are resolved and processes improved.	People are uncomfortable with disagreements and will try to stop open discussions of differences of opinion
When something doesn’t work, the focus is on identifying the issues not blaming people –Tough on issues, soft on people	When something doesn’t work, the focus is on blaming people –Tough on people, soft on issues
When someone makes a mistake, they are coached to help them understand and improve	When someone makes a mistake, they are criticized and punished
Employees feel empowered to do their job and suggest changes for improvement	Employees feel they do not have the power to change the way things are