

## How toxic is your workplace?

Are your boss or colleagues “driving you crazy”  
with their dysfunctional behavior?

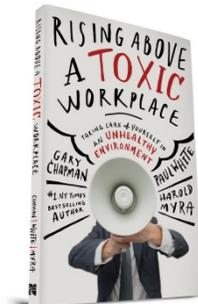


***“Most people think ‘culture’ is something that is external to us,  
but each of us can impact our workplace culture significantly,”***

Dr. Paul White

### Helpful Resources

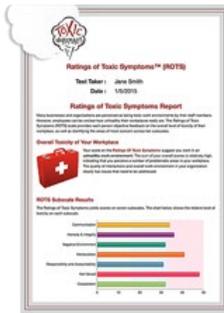
***Rising Above a Toxic Workplace:  
Taking Care of Yourself in an Unhealthy Environment***



Many employees experience the reality of bullying bosses, poisonous people, and soul-crushing cultures on a daily basis. *Rising Above a Toxic Workplace* tells authentic stories from today's workers who share how they cope, change-or quit. Candidly they open up about what they learned, what they wish they had done, and how to gain resilience. Insightfully illustrating from these accounts, authors Gary Chapman, Paul White, and Harold Myra blend their combined experiences in ministry and business to deliver hope and practical guidance to those who find themselves in an unhealthy work environment. Includes a Survival Guide and Toolkit full of strategies and realistic insights.

Retail Price: \$14.00

## ***Ratings of Toxic Symptoms (ROTS) scale***



The *Ratings of Toxic Symptoms (ROTS) scale* gives employees objective feedback regarding their workplace through a customized report. The *ROTS* is a brief, online assessment comprised of 30 items to which the respondent rates their place of employment on a variety of symptoms directly related to toxicity in the workplace.

It will help determine the overall level of toxicity in your workplace; Identify and describe the three most problematic areas; Provide suggestions for helpful resources to assist you in taking proactive steps to address the problem areas identified.

Retail Price: \$7.99

*“Negativity is a hallmark characteristic of a toxic workplace,”* Dr. Paul White

## ***TOXIC WORKPLACE PREVENTION & REPAIR KIT***



The Toxic Workplace Prevention & Repair Kit is designed for both leaders and trainers within an organization and professional consultants to help their clientele be able to take practical steps to become a healthier workplace. Designed to be conducted in a one-half day workshop format, includes a facilitator guide, participant handouts, instructional videos by Dr. White, PowerPoint slides, and a copy of *Rising Above a Toxic Workplace*. Can be used to lead multiple groups through the training.

Retail Price – \$600

# Toxic Online Toxic Workplace Individual Tutorials

## [The Online Toxic Workplace Training Series](#)

The 5 videos can stand alone to address individual topics, or be combined with others to create training tailored to meet specific needs.



### [1. Intro Course: Understanding What Makes Workplaces Toxic](#)

**How bad is your workplace?** Learn the major components of a toxic workplace and how to determine the severity. Discover the impact toxic workplaces can have on a person's daily life: the toll it can take on physical health, emotional health, and relationships. Includes a free code to take the *Ratings of Toxic Symptoms (ROTS)* scale so you can determine just how toxic your workplace is.



### [2. Sick Systems: The Foundation for Toxic Workplaces](#)

When the foundational structure of an organization is not built well (or not functioning well), unhealthy behaviors typically follow. We discuss the **three main components that underlie a toxic work environment** (poor communication, poor policies & procedures, and lack of accountability), and practical action steps to be taken to make improvements.



### [3. Working for & Surviving a Toxic Leader](#)

**Are you working for a toxic leader?** This course is designed to help you understand and deal with toxic leaders. We explain the top 10 characteristics of toxic leaders, the impact they have on those who work for a toxic leader, and discuss practical action steps needed to survive working for a toxic leader.



### [4. Understanding & Dealing with Dysfunctional Colleagues](#)

**Do you work with people who make your life at work miserable?** This course explores different dysfunctional behaviors like blaming, making excuses and creating conflict, and shares practical techniques to help you maintain your own sanity.



### [5. Conclusion Course: Steps for Rising Above a Toxic Workplace](#)

This final course in the *Toxic Workplace Series* provides insight and advice to **help you begin to improve a toxic work environment**. Topics include ways you might be contributing to the negativity, practical steps for surviving a toxic workplace, and issues to consider when determining if you need to leave.

Retail Price: \$375. (\$75 per course)

**It's time to turn things around and create a more positive workplace culture today!**

For more information, contact:

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[www.appreciationatwork.com/toxicworkplaces](http://www.appreciationatwork.com/toxicworkplaces)