

- 1. Consistent Negativity:** They always focus on what's wrong, creating a pessimistic environment. Instead of seeking solutions, they dwell on problems, which can substantially affect team morale.
- 2. Gossiping:** These individuals spread rumours or share negative information about colleagues, undermining trust within the team. This behaviour can lead to divisions and a lack of cohesion among employees.
- 3. Resistance to Feedback:** Constructive criticism is essential for growth. However, toxic employees take feedback personally, often reacting defensively or dismissively, hindering their own development, and potentially causing conflicts.
- 4. Frequent Conflicts:** Regular disputes with colleagues indicate an inability to collaborate effectively. Such behaviour can disrupt team dynamics and hinder project progress.
- 5. Lack of Responsibility:** Always pointing fingers and never owning up to mistakes can erode trust. Accountability is crucial in a professional setting, and its absence can decrease team confidence and respect.
- 6 Manipulative Behaviour:** Using information or emotions to control situations or people is a red flag. Manipulative employees can create power imbalances, leading to an unhealthy work environment.



S P E C T R A

Spectra can assist you with difficult employees and conflict within the workplace.

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