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Alphabet listening worksheet

ThoughtCo uses cookies to give you a great user experience. By using ThoughtCo, you agree to our use of cookies. Published november 12, 2020 What's the most draining, miserable job you've ever had? Maybe you had a tutor with unrealistic demands about your work output and schedule. Or maybe you worked under a bullying boss who often lost his temper with you and your colleagues, creating a toxic work environment. Chances are though, your terrible work experience was more all-encompassing than a negative experience with only one person. That's because, in general, toxicity at work breeds an entire culture. Research shows abuse of managers can and often be quickly spread through an entire organization. Unfortunately, working in a toxic environment doesn't just make it miserable to show up to the office (or a Zoom meeting). This kind of culture can have lasting negative effects, taking a toll on mental and physical health and even affecting workers' personal lives and relationships. Although it is often all-inclusive, toxic culture is not always as blatant or clear as abuse. Some of the evidence is more subtle - but it still warrants concern and action. Do you have a feeling that your workplace is a toxic environment? Here are 5 surefire characters to look out for.1. People often say (or imply) it's not my jobWhen I first launched my business, I had a very small team. And back then we all wore a lot of hats simply because we had to. My colleagues and I worked tirelessly together to build, debug and market our product, and no one complained (at least most of the time). Because we were all in it together, with the same shared vision in mind, collaboration meant so much more than job titles. Unfortunately, it's not always like that. In some workplaces, people adhere to their job descriptions for a mistake: Do you need help with an accounting problem? I'm sorry, that's not my job. Did you spill your coffee in the break room? Too bad I'm working. Can't figure out the new software? ASK IT. While everyone has their own skillset- and time is often on a premium collaboration is important in any workplace. A it's not my job position is a sign of a toxic environment because it's inherently selfish. It implies I only care about me and what I have to get done and that people are not concerned about the collective good or overall vision. This type of perspective is not only required to drain individual relationships; it also drains overall morale and productivity.2. There is a lack of diversityDiversity is an important part of a healthy work environment. We need opinions and ideas from people who don't see the world like us to move forward. So when leaders don't prioritize diversity - or worse, they actively avoid it - I'm always suspicious of their character and values. Limiting your workforce to one type to prevent organisations from growing healthily. However, although your working environment is generally different, management can prevent individuals from increasing to leadership positions who only miss the point of having a diverse working environment in the first place. Look around. Who is in management in your company? Who gets campaigns and rewards most often? If the same type of people get ahead while other people are consistently left behind, you can work in a toxic environment. But it manifests itself in your workplace, remembering that a lack of diversity is a telltale sign that bias is rampant and the wrong things are appreciated. 3. Feedback is not allowedJust as individual growth depends on being open to criticism, an organization's well-being depends on workers' ability to air their concerns and ideas. If management actively stifles employee feedback, you're likely to work in a toxic environment. But that certainly doesn't mean that no one will vent their feelings. One of the telltale signs of toxic management is when employees vent on the sidelines, out of management's earshot. When I worked in a toxic environment, colleagues would often complain about higher ups and business policies while working in private chats or after work hours. It's normal to get frustrated at work. It's just part of having a job. What is not normal is when disagreement is not part of or discouraged in the workplace. A workplace culture that suppresses constructive feedback will not succeed in the long run. It is a sign that leadership is not open to new ideas and that they are more concerned about their own well-being than the health of the organization as a whole.4. Quantifiable measures Take PrioritySales numbers, timelines, bottom lines—these metrics are obviously important signs of how things are going in any business. But great leaders know that true success is not always measurable or quantifiable. More meaningful factors such as workplace satisfaction, teamwork and personal growth all contribute to and maintain these metrics. Numbers don't always tell the whole story, and they shouldn't be the only concern. Measure should always take a back seat to opinion - working together to contribute to a vision that improves people's lives. If your workplace zones in on quantifiable goals for success, it probably doesn't prioritize what really matters. And it's probably also a fear of failure among employees, which paralyzes employees rather than motivates them. 5. Policies and rules are inconsistent Each organization has its own set of unique policies and procedures. But often unhealthy workplaces have inconsistent, unspoken rules that apply differently to different people. When a person gets into trouble for the same type of behavior that promotes another person, workers will feel like management player favorites, which is not only unethical, but also a quick way to drain morale and fuel tensions in the office. It only shows how incompetent management is and indicates a toxic For example, there may be no set rule on working time, but your manager is some people or departments to show up at 8am, while other individuals tend to roll in at 9 or 10am with no real consequences. If so, then it is likely that your organization's management is more concerned with controlling people and exercising power rather than the general good of their employees. How to deal with a toxic work environmentThe first thing to know if you are stuck in a toxic work environment is that you are not stuck. While ultimately it is the company's responsibility to make positive changes that prevent harmful actions to employees, you also have the option to talk about your concerns - or, if necessary, leave the role altogether. If you suspect that you are working in a toxic environment, think about how you can advocate for yourself. Start by raising your complaints about the culture in an appropriate setting, like a planned, one-on-one meeting with your supervisor. Can't imagine sitting down with your supervisor to air these problems on their own? Form some solidarity with like-minded colleagues. Approaching leadership may feel less overwhelming when you have a team that shares your views. It doesn't have to be an overtly confrontational discussion. Do your best to address your concerns in a positive way by sharing with your supervisor that you want to be more productive at work, but certain problems sometimes get in the way. Final ThoughtsIf your supervisor really cares about the well-being of the organization, they will take your concerns seriously and actively take part in changing the toxic work environment to something more conducive to productivity. If not, then it may be time to consider the cost of the job on your well-being and personal life. Is it worth just staying for your resume's sake? Or can you consider a bridge job that allows you to exhale for a bit, even if it doesn't move you forward the way you planned? It may not be the ideal situation, but your mental health and wellbeing are too important to ignore. And when you have the opportunity to refuel, you will be a much more valuable asset at whatever amazing job you land next. More tips on dealing with a toxic work environmentFailed photo credit: Campaign Creators via unsplash.com Music at Home has never looked so good. In fact, today's sound systems are slim enough to double as decorative elements. Pretty do as beautiful are also-many devices outperform their predecessors, often at a fraction of their cost. Here are a few of our favorite players to get your mind (not to mention your CDs) spinning. Philips' PSS010 Personal Sound System, \$100 Yes, it's a CD player. And one that's specifically designed not to mess up your quarters. With a touch-screen LCD and only three buttons (power, source, and push), it's easy to operate and easy for the eyes. A separate subwoofer and dynamic bass boost pump out rich, powerful sound usually isn't with such a small package. Available in May. For info: 800-531-0039, philips.com. Pioneers DV-563A DV-563A DVD-Audio/SACD Player, \$250 This stereo system component plays a large, every silver disc you throw in the tray, including CDs, DVDs, and brand new formats like DVD-Audio and Super Audio CD (SACD). (See Features to consider for an explanation of these terms and others.) And the price can't beat. For info: 800-421-1404, pioneerelectronics.com. Gibson Audio's Wurlitzer Digital Jukebox, \$1,899 When you pop in a CD, this futuristic-looking jukebox automatically saves it and its song list to memory so you never have to insert the disc again. The floor unit - about 54mm tall and 15mm wide - stores music worth up to 1,000 CDs and includes a wireless remote control and a pair of Klipsch speakers. (A component version without a speaker and a smaller shelf unit is also available.) Plus, you can receive digital radio and download music via satellite. For info: 202-756-4559, gibson.com GE's 75295 Ultra-Slim Spacemaker, \$100 OK. You just want a thin undershelf unit in the kitchen that kids can smear with peanut butter without putting you in a tizzy. This basic model offers a standard CD player and radio with a digital clock, a magnetic remote control that sticks to the refrigerator, and an easy-to-clean front panel for the wayward paste projectiles. It even plays CD-Rs. For info: 800-447-1700, home-electronics.net. Burn your own CD If you burn a CD, it means that you are copying music to an empty disc. It's fun, easy and a great way to put all your favorite songs in one place. How do you do that? One of the cheapest ways is to use your computer's CD-R (recordable) disk drive and special software- we like The Musicmatch Jukebox 8.2 (\$20 on musicmatch.com)-that lets you download tunes from the Internet. Or you can buy a CD player with a CD burner. In this case, paste the CD you want to copy into one space and an empty disk in the other. Select the song or songs you want to upload and press the record button. Features to consider built-in CD burner allow you to make copies of existing CDs, to keep in your car, for example. CD-R-compatible CD-R devices (recordable) and CD-RW-compatible CD-R-compatible devices play burnt-out CDs. CD-RW-compatible devices can play these CDs and resumeable devices. DVD function A CD player and DVD player in one. Headphone jack A must if you like to crank tunes while your buddy reads the news. MP3 compatibility An MP3-compatible device allows you to play MP3 files (compressed audio tracks). Remote controls Almost all devices come with remote controls these days. Backlight screens are useful in the dark. Single vs multisc systems Some players have a CD, others more than 400. For casual listeners, we recommend five-CD systems, which are often comparable in price to single disc units. Super Audio CD (SACD) and DVD-Audio These two new audio formats look like CDs, but even sharper sound. This content is created and maintained by a third party and imported into this page to help users enter their email addresses. You may find more information about and similar content on piano.io piano.io