



CIPRIANI COLLEGE
OF LABOUR AND CO-OPERATIVE STUDIES

**THE IMPACT OF TOXIC EMPLOYEES ON
WORKPLACE CULTURE: IDENTIFYING ROOT
CAUSES AND IMPLEMENTING EFFECTIVE
STRATEGIES/SOLUTIONS**

WORK MATTERS

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The Impact of Toxic Employees on Workplace Culture: Identifying Root Causes and Implementing Effective Strategies/Solutions

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Toxic employees can significantly undermine workplace morale, triggering a domino effect that diminishes team cohesion, hampers productivity, and escalates turnover. A negative work environment, often cultivated by certain employees, can lead to division among staff, diminishing overall job satisfaction across the organization. Such a toxic atmosphere not only affects internal morale but can also tarnish the company's external reputation, particularly if it provides services to the public. Clients and potential customers may perceive the organization unfavorably, which can impact business success and growth. Identifying the root causes of workplace issues and implementing effective solutions, such as rewarding positive behaviors, managers/ supervisors setting examples, setting clear boundaries, and recognizing toxic conduct, can significantly create a more productive and positive work culture. These strategies not only enhance employee satisfaction but also contribute to a healthier organizational environment.

Managers and supervisors play a pivotal role in shaping workplace culture. Their leadership sets the tone for employee behavior and overall morale. When management nurtures a hostile or toxic environment, it can lead to a negative ripple effect. Effective managers lead by example, demonstrating respect, empathy, and professionalism. Conversely, toxic management practices such as micromanagement, favoritism, and poor communication can cultivate a similar atmosphere among employees. This creates a cycle where toxic behaviors are mirrored and perpetuated throughout the organization. Therefore, it's essential for managers to be aware of the impact their actions have on their team. By ensuring managers and supervisors promote the mission and vision statements of the organization

and align themselves with the company core values, they can create trust with their employees and improve their working conditions mentally and emotionally.

Moreover, reinforcing positive behaviors in the workplace is crucial. Recognizing and rewarding employees for their constructive actions and contributions can lay the foundation for positive behavioral changes. This approach not only acknowledges individual efforts but also encourages others to adopt similar attitudes, potentially transforming a toxic environment into one of collaboration and respect. Cultivating such a positive work culture can enhance overall productivity, even in the face of envy from certain employees.

Not to mention, employees who engage in gossip or undermine their colleagues can create divisions and unnecessary issues within an organization. Such behavior erodes trust, damages reputations, and fosters a toxic work environment. This can hinder teamwork and cause low productivity due to social exclusion. By recognizing these behaviors and minimizing unnecessary contact with individuals who engage in them and interacting only when it directly benefits the completion of a project, you can maintain peace within the organization. To maintain a healthy and productive workplace, it's essential to address and mitigate gossip. This can lead to open communication, promote respect among colleagues, and implement clear policies that discourage such behavior, all while creating a positive environment where all employees feel valued and respected.

Furthermore, establishing clear boundaries with colleagues and understanding your core values empowers you to maintain a positive outlook, even in the face of negativity from others. This self-awareness enables you to assertively uphold your beliefs, aiding

in resilience and confidence in your professional interactions. Having this kind of mindset allows you to adapt in a work environment even if the odds are against you and in turn will transfer into your personal life and may influence those around you. Surrounding yourself with people who share your values can further reinforce this positive environment. Implementing this can also have a positive effect on your mental wellbeing and lead to a better relationship in the workplace.

In closing, creating an environment that encourages positivity and respect among employees requires organizations to identify the root causes of issues and implement effective strategies and solutions. While some employees may initially resist change and fail to see its potential benefits, addressing their concerns with empathy and transparency can facilitate smoother transitions. Addressing toxic behavior in the workplace is not merely a matter of individual conduct but a collective responsibility that impacts the entire organization. By proactively identifying and mitigating toxic behaviors, organizations can encourage a culture of respect, collaboration, and productivity. Implementing clear policies, providing leadership training, and encouraging open communication are essential steps in this process. Moreover, recognizing and rewarding positive behaviors reinforces the desired culture and sets a standard for all employees. Ultimately, a commitment to addressing toxicity at all levels not only enhances employee well-being but also contributes to the long-term success and reputation of the organization.