

QUESTIONS FOR DISCUSSION

RISING ABOVE
A TOXIC
WORKPLACE

TAKING CARE OF YOURSELF IN
AN UNHEALTHY
ENVIRONMENT

GARY
CHAPMAN

PAUL WHITE

HAROLD MYRA

NORTHFIELD PUBLISHING
CHICAGO

CHAPTER ONE

THE RISE OF THE TOXIC WORKPLACE

- *Have you worked in a setting you experienced as toxic?*

- *If so, what about the workplace or relationships were unhealthy?*

- *What factors do you think should be considered to decide if it's time to leave an unhealthy work environment?*

CHAPTER TWO

THE MANY FACES OF THE TOXIC BOSS

- *When you think of a toxic boss, what characteristics come to mind?*

- *What do you think about the idea of giving constructive criticism to your boss?*

- *Can you visualize yourself standing up to a mean boss?*

CHAPTER THREE

REALITY CHECK: GREAT PLACES TO WORK

- *Do you think a leader has to be trustworthy to be effective? Why?*

- *Have you known or worked under a really solid leader? What characteristics had an impact on you?*

- *In what area do you want to grow to become a more effective leader (regardless of whether you are in a formal position of leadership)?*

CHAPTER FOUR

HIDDEN POISONS IN NONPROFITS AND CHURCHES

- *Do you think toxicity displays itself differently in a non-profit organization in contrast to a business? If so, how?*

- *Do you have someone in your life who could be a mentor or advisor to you? What steps could you take to start meeting with someone?*

- *Do you now see that a past negative experience in your life provided an opportunity to grow and learn valuable lessons? If so, what did you learn?*

CHAPTER FIVE

LITTLE MURDERS AT WORK

- *What is more hurtful to you—a negative comment or an indirect message sent by sarcasm?*
- *When a colleague says something offensive or mean, how do you manage yourself and not add to the negative environment?*
- *Under what conditions do you think it's best not to confront a colleague and "fight for your rights"?*

CHAPTER SIX

RABBITS ON THE FREEWAY

- *What in your life (work or personal) is creating the most stress for you currently?*

- *What aspects of the stress (greater demands or fewer resources) are under your influence?*

- *What attitude or perceptual adjustments could you make to help you endure the stress better?*

- *What physical activity or additional sleep could you add to your life to help you manage the stress better?*

CHAPTER SEVEN

DESCENT TO THE DARK SIDE

- *When negative events occur in your workplace, what emotions and reactions do you struggle with?*

- *If you let unhealthy reactions grow and begin to act on them, what might happen to you?*

- *What positive actions or preventive steps could you take to survive and thrive?*

CHAPTER EIGHT

Rx FOR CYNICISM

- *Have you gone through a training session that felt superficial? What could have made it feel more genuine to you?*

- *Do you struggle with being cynical about some area at work? Do you mistrust others' motives? If so, why?*

- *Can you identify someone you know or worked with who relates to others authentically? Can you think of ways you'd like to become more like her or him?*