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Navigating Toxic Dynamics in the Workplace

It is time to reflect on some bad practices that can affect the work environment, based on my humble experience throughout my career. The goal here is to help colleagues understand the work dynamic. It's true that those closest to us can inadvertently become barriers to our achievements. Jealousy and obsession can manifest in various ways, leading to toxic dynamics that hinder our progress.

I bet that in every organization, there may be one or two toxic individuals who create a negative atmosphere. These people are skilled at talking and presenting themselves well, but they often fail to deliver results. They may seem friendly on the surface, but their true nature can be harmful. Instead of collaborating with others, they tend to spread false information to those in power, distorting the truth to fit their own agenda.

These toxic individuals thrive on creating distrust among team members. They may gossip or misrepresent situations, leading to misunderstandings and conflicts. This behavior not only undermines collaboration but also affects the morale of the entire team. People start to feel anxious and unsure, which can stifle creativity and productivity.

The impact of toxic behavior can ripple through an organization, leading to a toxic work environment. It becomes essential for leaders to recognize these behaviors and take steps to address them. Encouraging open communication, fostering a culture of trust, and promoting teamwork can help mitigate the influence of toxic individuals. By focusing on collaboration and transparency, organizations can create a healthier workplace for everyone.

Navigating these challenging relationships can be difficult, but prioritizing your success and mental health is paramount. Remember, you have the power to choose who influences your path.

"Ego is probably one of the biggest poisons we can have - it's toxic to any environment."

— Jonny Kim

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