



# Early Warning Signs of

# WORKPLACE CONFLICT



## **Toxic Communications**

Gossiping, avoiding others, and using rude language are the norm.



## **Ongoing Disagreements**

The same people are always arguing rather than trying to work things out.



## **Negative Behaviors**

People are quick to overreact and blow things out of proportion.



## **Productivity Slowdowns**

When issues fester, people stop caring and start to slack off.



## **“Us vs. Them” Thinking**

Factions form as people take sides and withhold information.



## **Increased Absenteeism**

People avoid conflicts by calling off work or even quitting altogether.



## **Anxiety Runs High**

People are stressed out or feel like they are “walking on eggshells.”



## **Creating Paper Trails**

People record their communications in order to protect themselves.



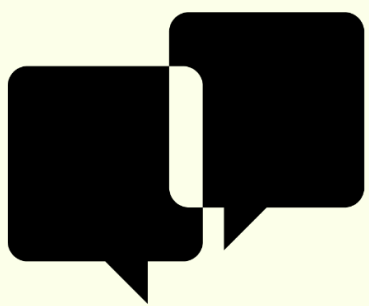
## **Unproductive Meetings**

Meetings are just gripe sessions or the atmosphere is tense.



## **Trust is Broken**

Loss of trust can come from breakdowns in work relationships.



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