

### Do I Work in a Toxic Culture? Quiz

Instructions:

1. Check true or false for each statement.
2. Use the information at the end of the quiz to analyze your workplace culture.

	True	False
My organization promotes diversity, equity, and inclusion		
I have set work hours or set work expectations, and unless an emergency or rare crisis occurs, I am not expected to work outside those established hours/expectations		
My organization does not threaten my employment if I decline to work overtime		
My organization promotes ethical behavior and action is taken when someone makes unethical choices at work		
I am treated in a respectful way by coworkers		
My organization does not set me up to compete with coworkers for compensation or bonuses		
I am treated in a respectful way by leaders		
My organization treats everyone the same and evenly applies policies such as working remotely, taking PTO, and paying for parking		
My boss shares as much information as he or she is allowed so that I can make good decisions related to my work and our customers		
I trust my boss to make decisions that are good for our team or department and not just for his or her own personal career		
My boss treats everyone the same and evenly applies policies such as working remotely, taking PTO, and paying for parking		
I would be shocked to be in a meeting and have my boss blame me publicly for mistakes he or she made (or see that in an email)		
When people are disrespectful to others – leaders, coworkers or customers – there are negative consequences		
My boss does not try to use manipulative methods, like guilt, to get people to work longer or work extra hours without pay		
My boss follows the adage: Correct in private and praise in public as much as possible		
When my organization makes promises of better compensation or promotions for me or others, they deliver on those promises		
My work is scoped so that I can reasonably meet deadlines		
My employer would not want me to sacrifice my health or mental well-being for the sake of the organization or project		
I trust the leaders in my organization to make decisions that support the health of the organization and steer us all towards success		

## Workplace Culture Analyzation

There is not a set number of *Trues* or *Falses* that should tell you to stay or to go.

In general, if you have a large number of *Falses*, you should take a serious look at your work environment. You may be working in a toxic work environment. Sometimes when people work in toxic situations, they do not always realize it as the toxicity can become their normal. In addition, if you are in your first role or organization, you may not be aware that not all organizations have toxic cultures.

If most of your *Falses* are generated by your immediate supervisor, you could consider improving your situation by moving to another department or division rather than leaving the organization. However, keep in mind, that if your supervisor is allowed to behave that way without consequence, that could be signaling a more widespread culture issue than you realize.

If you only have a few *False* boxes checked, you may have a positive work environment, and you may not want to give it up for more money. At the same time, although you may only have checked a few *False* boxes, they could be “deal-breakers,” for you. A “deal-breaker” item fights against your personal values, and makes your current wok situation unacceptable.