

6 个迹象表明你的工作环境 “有毒”

6 signs you have a toxic workplace

一上班就感觉身体被掏空？如果你身处一个 “有毒的” 工作环境中，这种精疲力竭的感觉将会被加倍放大。如何判断自己的工作环境是否有毒？你需要关注以下这 6 个迹象。



[Photo/Pexels]

1. There' s an abject lack of communication

缺乏沟通

Improper communication means that people are often scattered or confused about expectations from leadership. Projects may seem complicated, stressful and difficult to execute either

because there aren't enough hands on deck, or there are too many people who want to take the reins.

沟通不善意味着员工往往会是一盘散沙，或者弄不清领导想要什么。项目可能会显得复杂、压力重重，也会难以执行，或者是因为人手不够，或是因为人人都想发号施令。

2. Gossip culture is prevalent

八卦文化盛行

In addition to spreading false info, gossip can lead to cliques forming, which consequently means there' s an exclusionist culture in place. People can lose their jobs, arguments arise more quickly and the office vibe becomes more Mean Girls. Not good.

除了散播假消息，八卦还会导致拉帮结派，在公司内部形成排外文化。人们可能会因此而丢掉工作，同事间争吵频发，办公室氛围会变得像电影《贱女孩》里演的那样。不是什么好事。

3. There' s no room for growth

没有成长空间

We all do our best work when we know it counts for something. But if you're working for a company that's stuck in their decades-old routine and is resistant to new ideas, you can easily feel stifled. If you can't pitch new ideas or improve upon your skillset, that may be one sign. It's also good to take stock of the people you work with and evaluate whether or not they've grown. If you notice that your cubicle mate has been in an assistant position for three years, yet she knows the business in and out, you may just be working for a company that doesn't support progression.

当我们知道努力有意义的时候，我们都会做到最好。但如果你就职的公司墨守成规，拒绝新理念，就很容易让你产生窒息的感觉。如果你不能提出新想法或提升自己的技能，这也许就是个“中毒”迹象。你也可以观察你的同事，评估他们是否得到了成长。如果你注意到你的某个同事已经在助理岗位待了三年，而她早就对业务了如指掌，你所在的公司可能根本不支持员工晋升。

4. You can't create a work-life balance

你无法达到工作和生活的平衡

If your boss demands that your job come before your boyfriend's birthday or Dad's visit from Chicago a la Devil Wears Prada, then yes, you're in a toxic workplace. Of course, it's important to give your all from nine to five (or whatever your prescribed work hours). But if you're constantly receiving emails, text messages or phone calls during your days off, and can't make plans with your loved ones because you may have to hop in a meeting, it's time to reconsider.

如果你的老板像《穿普拉达的女王》里演的那样，要求你把工作放在第一位，哪怕是男友生日或父亲从外地来看你也不例外，那么你的工作环境确实有毒。当然，上班时间全力以赴很重要，但是如果你在下班之后还不断地收到电子邮件、短信或接到电话，或因为要随时准备开会而无法和爱人约会，那么你是时候该重新考虑一下了。

5. Employees are unmotivated

员工没有动力

If managers are not communicating, not giving their employees room to grow and not compensating them appropriately for their hard work, odds are, morale is low. That can mean none of the old employees are willing to help new hires assimilate,

everyone only interacts with members on their team and no one is willing to step up and do double duty during peak seasons. This may happen not just because there' s no incentive to go above and beyond your daily duties, but also because everyone is already juggling so much, there' s literally no room to add anything else to their plates.

如果主管不沟通、不给员工成长空间，对他们的辛苦劳动也没有给予足够的回报，那么士气低落是很正常的。这可能意味着老员工不愿帮助新员工融入集体，每个人都只和自己团队里的人交流，没有人愿意在旺季主动承担双重任务。这不仅是因为晋升无望、多干没回报，也可能因为每个人手头的活儿已经满额，再多的话根本做不了。

6. There' s high turnover

人员流动率很高

One tell-tale sign that something is wrong within the workplace is when employees come and go at breakneck speed. With so many people (especially millennials) prioritizing their wellness and mental health, no one is going to want to stay in a place that disrupts that. So, if you find that your co-workers are dropping like flies, it' s wise to analyze the culture.

人员流动率很高是工作环境有毒的一个警示。现如今人们（尤其是千禧一代）都很看重自己的身心健康，没有人愿意待在一个摧残身心的地方工作。所以，如果你发现同事们纷纷离职，你应该审视一下这里的工作文化是否有问题。

How to Cope with a Toxic Work Environment

如何应对有毒的工作环境

Unhappy as you may be at your job, leaving is not always an option. So, if you find yourself having to put up with toxic work culture, there are a few things you can try to make your experience better.

尽管你可能干得不开心，但是你也无法说走就走。所以，如果你发现自己不得不忍受有毒的工作文化，你可以通过下面的做法来让自己感觉好一点。

For one, you can take a stab at building a circle of trusted co-workers, people you know will help you reach your goals and won't bring any unnecessary drama your way. You can also create boundaries—whether that's letting people know you're not into the gossip or making it clear that your personal time is

not for work. Above everything else, make sure that you keep your professionalism and remain kind to people, hard as it may be. After all, it's easy to get sucked into petty gossip or low morale, but staying focused on your long-term goals, upkeeping your work ethic and treating people well will never go out of style. (Just don't be afraid to simultaneously update that resume.)

首先，你可以和信任的同事建立社交圈，他们能帮助你达到你的目标，又不会给你找事儿。其次，划清界限，包括和八卦的人划清界限，或者划清上班和下班时间的界限。最后也是最重要的一点是，尽管很艰难，但一定要保持专业性，始终待人友善。陷入八卦和消沉的泥沼很容易，但是你要知道，朝着长期目标努力、保持职业道德和善待他人永远不会错。（与此同时要更新你的简历，迈出勇敢的一步。）