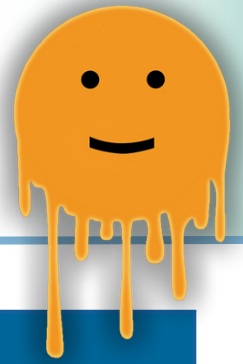




# IDENTIFYING Toxic POSITIVITY IN THE WORKPLACE



## Common Phrases

- “Could be worse.”
- “Shake it off.”
- “We're a FAMILY here”
- “Everything happens for a reason.”
- “It'll all work out in the end”
- “You're just being negative”

## How it Harms

- Causes feelings of shame
- Invalidates Feelings
- Creates conflict
- Lowers motivation
- Increases stress

## Actions for Employees

- Practice empathy for others
- Practice compassion for yourself
- Stop positive toxicity when it happens
- Prioritize problem solving vs. problem squashing

## Actions for Employers

- Create safe spaces
- Encourage open communication
- Prioritize wellbeing and balance
- Validate employees' feelings
- Resolve conflicts by offering support and resources

Toxic Statements	What to say instead:
“There's always someone who has it worse than you do.”	“I recognize you're feelings and want to understand why you're upset about that.”
“Your complaining is bringing the team down.”	“You sound like this issue is bothering you, would you like to discuss it?”
“We never get more than we can handle.”	“When you're ready, I'm here to help.”
“This should be easy, I don't know why you can't handle it.”	“I'm here to support you with this.”
“What's the problem?”	“Sounds like you have a lot of competing priorities, how can I help?”
“Time off is for the weak.”	“It's okay to have an off day or ask for help.”

*Making space for ourselves and our feelings (all of them, not just the nice ones) helps us build our emotional regulation skills and cultivates resilience allowing us to improve our capacity to navigate challenges effectively.*