

QUESTIONS FOR DISCUSSION

RISING ABOVE  
A TOXIC  
WORKPLACE

TAKING CARE OF YOURSELF IN  
AN UNHEALTHY  
ENVIRONMENT

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# CHAPTER ONE

# THE RISE OF THE TOXIC WORKPLACE

- *Have you worked in a setting you experienced as toxic?*
  
  
  
  
  
  
  
  
  
  
- *If so, what about the workplace or relationships were unhealthy?*
  
  
  
  
  
  
  
  
  
  
- *What factors do you think should be considered to decide if it's time to leave an unhealthy work environment?*

## CHAPTER TWO

# THE MANY FACES OF THE TOXIC BOSS

- *When you think of a toxic boss, what characteristics come to mind?*
  
- *What do you think about the idea of giving constructive criticism to your boss?*
  
- *Can you visualize yourself standing up to a mean boss?*

CHAPTER THREE

# REALITY CHECK: GREAT PLACES TO WORK

- *Do you think a leader has to be trustworthy to be effective? Why?*
  
- *Have you known or worked under a really solid leader? What characteristics had an impact on you?*
  
- *In what area do you want to grow to become a more effective leader (regardless of whether you are in a formal position of leadership)?*

## CHAPTER FOUR

# HIDDEN POISONS IN NONPROFITS AND CHURCHES

- *Do you think toxicity displays itself differently in a non-profit organization in contrast to a business? If so, how?*
  
- *Do you have someone in your life who could be a mentor or advisor to you? What steps could you take to start meeting with someone?*
  
- *Do you now see that a past negative experience in your life provided an opportunity to grow and learn valuable lessons? If so, what did you learn?*

## CHAPTER FIVE

# LITTLE MURDERS AT WORK

- *What is more hurtful to you—a negative comment or an indirect message sent by sarcasm?*
  
- *When a colleague says something offensive or mean, how do you manage yourself and not add to the negative environment?*
  
- *Under what conditions do you think it's best not to confront a colleague and "fight for your rights"?*

## CHAPTER SIX

# RABBITS ON THE FREEWAY

- *What in your life (work or personal) is creating the most stress for you currently?*
  
- *What aspects of the stress (greater demands or fewer resources) are under your influence?*
  
- *What attitude or perceptual adjustments could you make to help you endure the stress better?*
  
- *What physical activity or additional sleep could you add to your life to help you manage the stress better?*

# CHAPTER SEVEN

# DESCENT TO THE DARK SIDE

- *When negative events occur in your workplace, what emotions and reactions do you struggle with?*
  
- *If you let unhealthy reactions grow and begin to act on them, what might happen to you?*
  
- *What positive actions or preventive steps could you take to survive and thrive?*

## CHAPTER EIGHT

# Rx FOR CYNICISM

- *Have you gone through a training session that felt superficial? What could have made it feel more genuine to you?*
- *Do you struggle with being cynical about some area at work? Do you mistrust others' motives? If so, why?*
- *Can you identify someone you know or worked with who relates to others authentically? Can you think of ways you'd like to become more like her or him?*