

TOXIC CO-WORKER IDENTIFIER

rebellious

taking ownership

sees problems and takes action

constructive

provides feedback constructively and builds on other's suggestions

ethical

speaks up when things are not right or unjust

embracing

gets excited by different perspectives and dives in the conversation

team oriented

works toward common goals without seeking personal gain at others' expense

supportive

helps others regardless

inquisitive

asks questions to get to the root cause of problems

toxic

blaming

complains a lot and blames others

pernicious

critiques in a destructive way and shuts others off

sneaky

gossips, spreads rumours, manipulates

exclusive

forms cliques of yes-sayers and refuses to listen to opposing views

ego centered

steals credits and only puts in effort if they can get better from it

uncooperative

withholds information, blames others for their mistakes

inhibitive

asks questions to obstruct or slow things down

how this tool works

step 1

mark on each of the seven arrows how your co-worker scores on the trait

step 2

assess the outcome:

most scores in the green zone?
congrats! you're co-worker is a rebel. create the right environment and magic happens

most scores in the yellow zone?
this person has the potential to become a true rebel; coach well

most scores in the red zone?
watch out – this co-worker shows toxic behaviour. give feedback and see if things improve. if not, say goodbye



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