1. **Toxic Communications**
   - Gossiping, avoiding others, and using rude language are the norm.

2. **Negative Behaviors**
   - People are quick to overreact and blow things out of proportion.

3. **“Us vs. Them” Thinking**
   - Factions form as people take sides and withhold information.

4. **Anxiety Runs High**
   - People are stressed out or feel like they are “walking on eggshells.”

5. **Unproductive Meetings**
   - Meetings are just gripe sessions or the atmosphere is tense.

6. **Ongoing Disagreements**
   - The same people are always arguing rather than trying to work things out.

7. **Productivity Slowdowns**
   - When issues fester, people stop caring and start to slack off.

8. **Increased Absenteeism**
   - People avoid conflicts by calling off work or even quitting altogether.

9. **Creating Paper Trails**
   - People record their communications in order to protect themselves.

10. **Trust is Broken**
    - Loss of trust can come from breakdowns in work relationships.

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**Dayton Mediation Center**
from conflict to conversation

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Call the Dayton Mediation Center to learn more about our services:
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