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Welcome back!

¡Bienvenido de nuevo!

In teams, how power and truth are constructed during critical conversations can provoke growth or eternalize toxic patterns. This article highlights how a team, initially struggling with communication and productivity, handled an honest, complex statement and the consequences of their reactions.

Main Points

- When team members speak up with unpopular opinions, it's a moment that defines what can and can not be said
- Honest dialogue requires curiosity and openness, even when the truth is uncomfortable
- Power dynamics in conversations influence team culture and determine whether real change is possible

When someone on the team says, "This team sucks the life out of people," it's easy to brush it off or react defensively. But that is the moment where change begins. If a team is willing to sit with uncomfortable truths, they open the door to deeper understanding and the potential for significant change. These moments "contain the potential seeds for improving well-being, creativity, productivity."



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Visita



Constant Criticism: If your boss frequently criticizes your work without offering constructive feedback, it can be a sign of toxic behavior.

Toxic bosses don't always begin their careers with negative behaviors. Still, specific actions can signal that they are heading in that direction. Dr. Ronald E. Riggio highlights five warning signs to watch for.

Main Ideas

- Punishing mistakes without recognizing successes can destroy team morale and weaken performance.
- A boss's unmanaged stress can spread throughout the team, amplifying tension and burnout.
- Inconsistent decision-making and blame-shifting foster mistrust, damaging workplace relationships.

A boss who diverts fault, like the one who "throws you under the bus," creates a dangerous environment. People stop taking initiative because they stress getting accused if something goes wrong. This culture represses growth and creativity.

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