

Healthy v. Unhealthy Organizations

These specific behaviors give a clearer picture of what healthy and unhealthy organizational dynamics look like in practice, focusing on the tangible actions and policies that affect the psychological climate of a workplace.
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Healthy Organizational Characteristics

1. Leaders Actively Seeking Employee Feedback: Regularly soliciting and valuing input from all levels of staff.
2. Regular Team-building Activities: Engaging in exercises that enhance trust and collaboration among team members.
3. Open-door Policy for Managers: Managers maintaining an approachable demeanor, encouraging open communication.
4. Mentorship Programs: Experienced employees providing guidance and support to newer or less experienced staff.
5. Constructive Mediation in Conflicts: HR or leaders stepping in to facilitate positive resolution in disputes.
6. Routine Employee Well-being Surveys: Regular check-ins on employee satisfaction and mental health.
7. Acknowledgment of Personal Milestones: Celebrating events like birthdays or work anniversaries, showing personal care.
8. Leaders Demonstrating Work-life Balance: Managers visibly maintaining a healthy balance, setting a precedent for the team.
9. Transparency in Decision-making Processes: Leaders openly discussing how and why certain decisions are made.
10. Regular Professional Development Opportunities: Offering workshops, courses, or conferences for continuous learning.



Negative Organizational Characteristics

1. **Managers Dismissing Concerns:** Leaders ignoring or minimizing employee feedback or complaints.
2. **Cliques and Favoritism:** Certain employees receiving preferential treatment or exclusive groups forming.
3. **Inconsistent Policies and Rules:** Rules applied differently to different employees, leading to a sense of unfairness.
4. **Lack of Acknowledgment for Achievements:** Employees' successes not recognized or celebrated, leading to low morale.
5. **Ignoring Signs of Employee Overwork:** Management overlooking employees working excessive hours without breaks.
6. **Gossip and Backbiting:** Tolerating or not addressing harmful rumors or negative talk about colleagues.
7. **Inflexible Work Arrangements:** Not accommodating reasonable requests for flexible hours or remote work.
8. **Poor Crisis Management:** Leadership failing to effectively communicate or manage during critical situations.
9. **No Clear Path for Career Advancement:** Employees feeling stagnant due to lack of growth or promotion opportunities.
10. **Micromanagement of Tasks:** Excessive oversight of employees' work, leading to a lack of autonomy and creativity.