



12 CAUTIONS



“Yellow Signals” that your Workplace Culture is Shifting into the “Red”

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YELLOW LIGHT CAUTION ITEMS

1. Complaints about communication

- 1. lack of
- 2. too much - too fast - too many changes – waste of time
- 3. saying one thing and doing another
- 4. unclear priorities
- 5. lower participation on calls and idea sharing or feedback
- 6. team turns into 'yes' followers, instead of their usual two-way conversations
- 7. strained interactions between managers and team members

2. Gossiping behaviors

- 1. confusion about what is going on - what the direction is amongst employees
- 2. employee relations issues on the rise
- 3. stress comments increase
- 4. anxiety comments increase
- 5. working more hours - less work / life balance comments and concerns arise
- 6. comments around burnt out become a norm
- 7. different employees receiving different messages
- 8. constant "off-hours" communication is happening

- 8. more time is spent clarifying communication - failure to listen deepens
- 9. more passive-aggressive types of communication verbally and in writing through emails

3. Business growth slows when competition is still growing

4. Rapid employee turnover

- 1. comments are made by yourself or other leaders “they are lucky to have a job” positions become harder to fill – longer to fill

5. Glass door negative reviews on the incline

6. You have a gut feeling the shift is happening and it doesn't feel right

7. Unrealistic deadlines and work load – shifts and changes

8. Comments that the team is lazy, unproductive or unresponsive

9. Resentment is building up

10. Accountability is sliding and becoming even more difficult than in the past

11. Appreciation and rewards are being missed or forgone

12. Emotional intelligence has gone out the door, especially with empathy

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