



# **CONFLICT, POOR WORKPLACE RELATIONSHIPS OR INTERACTIONS**

## **EXAMPLES OF CONFLICT, POOR RELATIONSHIPS OR INTERACTIONS?**

Prolonged and unresolved relationship conflict can result in more extreme forms of conflict, such as bullying and harassment. Some of examples of how poor relationships can play out in the workplace include:

- Verbal or physical confrontations between co-workers or between employees and managers.
- Persistent arguments, disagreements, or hostility among team members.
- Bullying or harassment, such as belittling, mocking, or intimidating behaviour.
- Gossiping, spreading rumours, or engaging in negative conversations about colleagues.
- Abusive or offensive emails or messages.
- Threatening body language.
- Lack of cooperation and teamwork, with employees working against each other instead of collaborating.
- Power struggles and conflicts of interest between individuals or groups within the organisation.
- Isolating or excluding workers from activities or training.
- Micromanagement or excessive control from supervisors, leading to strained relationships.
- Poor communication, including misunderstandings, misinterpretations, or withholding information.
- Deliberately withholding information needed for work performance.
- Resistance to change and conflicts arising from differing perspectives or approaches.
- Discrimination or biases that create a hostile work environment, such as based on gender, race, or age.
- Allocating some workers more tasks than others, or allocating very minimal tasks.
- Verbal and physical abuse.

### **Indicators include situations where there is:**

- an organisational culture that permits swearing, name-calling, gossip, or impoliteness among employees.
- inadequate policies or procedures to address and manage reports of unacceptable behaviour.
- the existence of other psychosocial hazards within the workplace.