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**Toxic workplaces increase depression risk by 300% – 27th June, 2021**

## Level 4

Toxic workplaces are hazardous to mental health. A study found that people who work at companies that do not prioritise mental health are three times likelier to suffer from depression. A toxic workplace is one that has poor management, bullying, and a failure to cater for mental health issues. Researchers say unhappy, mistreated or burnt out workers will produce less and be absent from work more.

A researcher said mental health issues at work could be attributed to poor management. She said failing to reward or acknowledge employees for hard work put staff at a greater risk of depression. This is made worse if unreasonable demands are made of workers. Bullying also negatively affects staff and can lead to burnout. Depression affects 260 million people worldwide and causes many people to take their own lives.

## Level 5

Research reveals toxic workplaces are hazardous to mental health. A year-long study from an Australian university found that full-time workers who work for companies that do not prioritise mental health are three times more likely to suffer from depression. Researchers examined the negative effect of toxic workplaces on health. A toxic workplace has poor management, bullying, and a failure to consider mental health issues. The researchers say if employees are unhappy at work, mistreated or burnt out, their productivity will suffer and absenteeism will rise.

The lead researcher said mental health issues at work could be attributed to poor management. She said: "Evidence shows that companies who fail to reward or acknowledge their employees for hard work, impose unreasonable demands on workers, and do not give them autonomy are placing their staff at a much greater risk of depression." She added that bullying negatively affects both the victim and the perpetrator and can lead to burnout. Depression affects over 260 million people worldwide and causes many people to take their own lives.

## Level 6

New research has revealed that toxic workplaces can be hazardous to mental health. The year-long study is from the University of South Australia. Researchers found that full-time workers who work for companies or organizations that do not prioritise employees' mental health are three times more likely to suffer from depression. The researchers examined the adverse effect of "toxic" environments on health. Elements of a toxic workplace included poor management practices, bullying, and a failure to consider mental health issues. The researchers indicated that if employees are unhappy at work, mistreated or burnt out, their productivity will suffer and absenteeism will increase.

Lead researcher Dr Amy Zadow said mental health issues created in the workplace can be attributed to poor management practices and values. She said: "Evidence shows that companies who fail to reward or acknowledge their employees for hard work, impose unreasonable demands on workers, and do not give them autonomy are placing their staff at a much greater risk of depression." She added: "Bullying in a work unit can not only negatively affect the victim, but also the perpetrator....It is not uncommon for everyone in the same unit to experience burnout as a result." Depression affects over 260 million people worldwide and causes many people to take their own lives.