

Team Toxins Cards

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This team coaching exercise aims to create a common language for toxic communication patterns and awareness that the whole team owns the toxins.

It is based on the work of the American relationship psychologist John Gottman.

BLAMING



ATTACKING AGGRESSIVLY

**“YOU ALWAYS DO
THIS!”**

DOMINATING

CHRONIC CRITICALNESS



COIN CONTEXT, OBSERVATION, IMPACT, NEXT



TALK ABOUT YOUR FEELINGS



**“THE STORY I’M
MAKING UP IS ...”**



FEED FORWARD STATE EXPECTED POSITIVE CHANGE

STONEWALLING



AVOIDING

PASSIVITY

WITHHOLDING

DISENGAGING



**ASK FOR A BREAK.
GET GROUNDED.
RETURN.**



SPEAK UP!



TRANSPARENCY



Get **MEDIATION**

CONTEMPT



HOSTILE GOSSIP

DISRESPECT

EYE ROLLING

CUTTING OTHERS DOWN

BEING RUDE

SARCASM



INTENTIONALLY PRACTICE NAMING APPRECIATION



RESPECTFUL COMMUNICATION

PERSONAL DEVELOPMENT (HIGHLY DAMAGING TO GIVER AND RECEIVER)



DEFENSIVENESS



**NOT OPEN TO
INFLUENCE**

**"IT'S NOT MY
FAULT"**

PLAYING THE VICTIM

REFUSING TO TAKE RESPONSIBILITY



2% TRUTH



**STOP – BREATHE –
NOTICE – REFLECT
– RESPOND**



BE CURIOUS ABOUT CO-CREATED DYNAMICS



DARE TO ASK A QUESTION