



Archive of the December 10 2019 #critlib chat on "toxic work environments," moderated by @GingerReads. For more info about critlib, including past and future chats, visit <http://critlib.org>.



Violet Fox
@violetbfox



Tonight! Please join moderator [@GingerReads](#) for a [#critlib](#) chat about toxic work environments: critlib.org/toxic-work-env... Let's investigate the concept & explore ways to improve our work in libraries. 6 pm Pacific/9 pm Eastern.

1:55 PM · Dec 10, 2019



♡ 32 💬 24 people are Tweeting about this



Kristen wants you to VOTE
@GingerReads



Hello and welcome to our [#critlib](#) chat on toxic work environments. I am looking forward to our discussion tonight. You can find tonight's questions here > critlib.org/toxic-work-env...

Please remember to use [#critlib](#) for every tweet so folks can follow the conversation.

2:00 AM · Dec 11, 2019



♡ 19 👤 See Kristen wants you to VOTE's other Tweets



Kristen wants you to VOTE @GingerReads · Dec 11, 2019



Hello and welcome to our [#critlib](#) chat on toxic work environments. I am looking forward to our discussion tonight. You can find tonight's questions here > [critlib.org/toxic-work-env...](#)

Please remember to use [#critlib](#) for every tweet so folks can follow the conversation.



Kristen wants you to VOTE

@GingerReads

If you'd like to tweet anonymously, you can do so by using the form at [critlib.org/anon/](#). Tweets will appear on the [@critlib_anon](#) account. [#critlib](#)

2:00 AM · Dec 11, 2019



1



See Kristen wants you to VOTE's other Tweets



Kristen wants you to VOTE @GingerReads · Dec 11, 2019



Replying to @GingerReads

If you'd like to tweet anonymously, you can do so by using the form at [critlib.org/anon/](#). Tweets will appear on the [@critlib_anon](#) account. [#critlib](#)



Kristen wants you to VOTE

@GingerReads

If you feel comfortable please introduce yourself. [#critlib](#)

2:00 AM · Dec 11, 2019



See Kristen wants you to VOTE's other Tweets



Kristen wants you to VOTE

@GingerReads



Hi everyone! i'm Kristen (she/her) and I've been a public library Director for 3ish weeks :) [#critlib](#)

2:01 AM · Dec 11, 2019



16



See Kristen wants you to VOTE's other Tweets



Tracy Shields
@tcshields



Hey! I'm Tracy (she/her) and I'm a reference medical librarian ([#medlibs](#)) here for [#critlib](#) chat

2:03 AM · Dec 11, 2019



6



See Tracy Shields's other Tweets



Bat-Child Librarian
@adammizelle



Hello [#critlib](#). I'm Adam, an academic librarian living in Philadelphia

2:05 AM · Dec 11, 2019



6



See Bat-Child Librarian's other Tweets



Violet Fox
@violetbfox



Hi [#critlib](#), I'm Violet, tuning in from DC. I'm grateful for the opportunity to discuss this topic, it seems to have touched a nerve with a lot of folks.

2:05 AM · Dec 11, 2019



12



See Violet Fox's other Tweets



Cynthia/真理江 Orozco
@Cynthinee



Hi, [#critlib](#)! I'm Cynthia, a community college librarian at East LA College. I'll be in and out of tonight's conversation since I'm on desk but I HAVE OPINIONS.

2:06 AM · Dec 11, 2019



16



See Cynthia/真理江 Orozco's other Tweets



Kristen wants you to VOTE @GingerReads · Dec 11, 2019



Replying to @tcshields

Hi!



Tracy Shields

@tcshields

waves back given the #critlib topic, I suspect that it might be somewhat quiet around here with intros

2:06 AM · Dec 11, 2019



2



See Tracy Shields's other Tweets



Kristen wants you to VOTE

@GingerReads



Q1: What is a toxic work environment? Is that a useful term? Why or why not? #critlib

2:05 AM · Dec 11, 2019



5



See Kristen wants you to VOTE's other Tweets



Kristen wants you to VOTE

@GingerReads



#critlib



Katharine C Chandler @freyjawaru

Replying to @GingerReads

Q1: a problem I've seen and experienced and heard many others experience is bullying or mobbing. There are peer-reviewed articles about mobbing in libraries

2:07 AM · Dec 11, 2019



2



See Kristen wants you to VOTE's other Tweets



Violet Fox
@violetbfox



A1. I don't have a solid definition, but it seems to be a useful term for some folks. It feels a little tricky, though, to label an entire environment toxic and not just certain relationships or patterns within it. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q1: What is a toxic work environment? Is that a useful term? Why or why not? [#critlib](#)

2:08 AM · Dec 11, 2019



17



See Violet Fox's other Tweets



Bat-Child Librarian
@adammizelle



A1: Useful because people certainly offer it when you describe bullying, exclusion, passive-aggressive behavior and worse at your place of work. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q1: What is a toxic work environment? Is that a useful term? Why or why not? [#critlib](#)

2:10 AM · Dec 11, 2019



3



See Bat-Child Librarian's other Tweets



Violet Fox @violetbfox · Dec 11, 2019



A1. I don't have a solid definition, but it seems to be a useful term for some folks. It feels a little tricky, though, to label an entire environment toxic and not just certain relationships or patterns within it. #critlib



Kristen wants you to VOTE @GingerReads

Q1: What is a toxic work environment? Is that a useful term? Why or why not? #critlib



Violet Fox
@violetbfox

Some environments that would be toxic for me would be fine for others. But I recognize that it can help people understand that an individual can only do so much to change established negative patterns and situations, so I think it's useful in that sense. #critlib

2:10 AM · Dec 11, 2019



15



See Violet Fox's other Tweets



Tracy Shields
@tcshields



#critlib I think it's an ok term, but it doesn't have a lot of nuance to it. Toxic could be a widespread thing (think rotten from the inside out, whole system), or focused on certain individuals who "taint" the work environment



Kristen wants you to VOTE @GingerReads

Q1: What is a toxic work environment? Is that a useful term? Why or why not? #critlib

2:10 AM · Dec 11, 2019



7



See Tracy Shields's other Tweets



Paul Jewell
@pdjewell



A1 Library workers - especially new grads or those on lower grades- are often excluded by managerial speak and divisive language #critlib means #inclusive #conversations for all workers

2:10 AM · Dec 11, 2019 from Sydney, New South Wales



4



See Paul Jewell's other Tweets



Kristen wants you to VOTE

@GingerReads



A1: While it can mean something different to everyone, I find this to be a helpful term to describe the anguish that is often internalized [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q1: What is a toxic work environment? Is that a useful term? Why or why not? [#critlib](#)

2:11 AM · Dec 11, 2019



7



See Kristen wants you to VOTE's other Tweets



Alyssa Jocson Porter

@itsuhLEEsuh



Hi! I'm Alyssa, a community college librarian from Seattle. I'll be following the [#critlib](#) convo until dinner is served. :)

2:12 AM · Dec 11, 2019



2



See Alyssa Jocson Porter's other Tweets



Tracy Shields @tcshields · Dec 11, 2019



[#critlib](#) I think it's an ok term, but it doesn't have a lot of nuance to it. Toxic could be a widespread thing (think rotten from the inside out, whole system), or focused on certain individuals who "taint" the work environment



Kristen wants you to VOTE @GingerReads

Q1: What is a toxic work environment? Is that a useful term? Why or why not? [#critlib](#)



Kristen wants you to VOTE

@GingerReads

It is certainly a spectrum of experiences! [#critlib](#)

2:12 AM · Dec 11, 2019



1



See Kristen wants you to VOTE's other Tweets



Violet Fox @violetbfox · Dec 11, 2019



Replying to @violetbfox

Some environments that would be toxic for me would be fine for others. But I recognize that it can help people understand that an individual can only do so much to change established negative patterns and situations, so I think it's useful in that sense. #critlib



Tracy Shields

@tcshields

This is a great point. Toxic can be highly subjective (even if there are objective measures to back it up). Some people may thrive under certain conditions, others may encounter serious issues #critlib

2:12 AM · Dec 11, 2019



1



See Tracy Shields's other Tweets



Violet Fox

@violetbfox



A1. When in doubt, Wikipedia 😊: "A toxic workplace is a workplace that is marked by significant drama and infighting, where personal battles often harm productivity." [en.wikipedia.org/wiki/Toxic_wor...](https://en.wikipedia.org/wiki/Toxic_workplace) #critlib

2:12 AM · Dec 11, 2019



17



See Violet Fox's other Tweets



Cynthia/真理江 Orozco

@Cynthinee



A1: I'm not great with definitions and toxicity can manifest in so many ways, but my personal experience with toxic work environments include targeted bullying, gaslighting, administration ignoring problematic relationships that continue to get shittier by the day, etc. #critlib

2:13 AM · Dec 11, 2019



20



See Cynthia/真理江 Orozco's other Tweets



Violet Fox @violetbfox · Dec 11, 2019



A1. When in doubt, Wikipedia 😊: "A toxic workplace is a workplace that is marked by significant drama and infighting, where personal battles often harm productivity."

[en.wikipedia.org/wiki/Toxic_wor...](https://en.wikipedia.org/wiki/Toxic_workplace) #critlib



Bat-Child Librarian

@adammizelle

This checks out #critlib

2:13 AM · Dec 11, 2019



1



See Bat-Child Librarian's other Tweets



Violet Fox @violetbfox · Dec 11, 2019



A1. When in doubt, Wikipedia 😊: "A toxic workplace is a workplace that is marked by significant drama and infighting, where personal battles often harm productivity."

[en.wikipedia.org/wiki/Toxic_wor...](https://en.wikipedia.org/wiki/Toxic_workplace) #critlib



Cynthia/真理江 Orozco

@Cynthinee

Sounds about right 😊😓 #critlib

2:13 AM · Dec 11, 2019



1



See Cynthia/真理江 Orozco's other Tweets



Cynthia/真理江 Orozco @Cynthinee · Dec 11, 2019



A1: I'm not great with definitions and toxicity can manifest in so many ways, but my personal experience with toxic work environments include targeted bullying, gaslighting, administration ignoring problematic relationships that continue to get shittier by the day, etc. #critlib



Kristen wants you to VOTE

@GingerReads

I'm glad you brought up gaslighting. That is a hard one to deal with! #critlib

2:15 AM · Dec 11, 2019



10



See Kristen wants you to VOTE's other Tweets



Paul Jewell
@pdjewell



Hi 🙋 I'm Paul academic librarian listening and learning from a smoky Sydney town [#critlib](#)

2:15 AM · Dec 11, 2019 from Sydney, New South Wales



5



See Paul Jewell's other Tweets



anonymous LibRev
@critlib_anon



[#critlib](#) I'm anonymous tonight. I'm in the process of applying for a job at a university library, and feeling some fear because I've heard universities can be pretty difficult environments to work in.

2:15 AM · Dec 11, 2019



9



See anonymous LibRev's other Tweets



Tracy Shields @tcshields · Dec 11, 2019



Replying to @violetbfox

This is a great point. Toxic can be highly subjective (even if there are objective measures to back it up). Some people may thrive under certain conditions, others may encounter serious issues [#critlib](#)



Bat-Child Librarian
@adammizelle

I don't know about others, but my first encounter with the term Toxic was hearing it applied to masculinity, not workplaces.

Workplace behavior that reminds me of Toxic Masculinity could usefully be described as toxic, I think, independent of the agent's gender [#critlib](#)

2:15 AM · Dec 11, 2019



See Bat-Child Librarian's other Tweets



Ra@hel B.
@FairUseLBR



A1: For me, toxic work environments focus on negative employee interactions and not at finding innovative solutions to workplace issues. It becomes a never ending spiral that drives out new people and stagnates the work. [#critlib](#)

2:15 AM · Dec 11, 2019



♡ 4 👤 See Ra@hel B.'s other Tweets



Kristen wants you to VOTE
@GingerReads



Q2: How so toxic work environments impact efforts to dismantle oppression in libraries? [#critlib](#)

2:16 AM · Dec 11, 2019



♡ 4 👤 See Kristen wants you to VOTE's other Tweets



Violet Fox @violetbfox · Dec 11, 2019
Replying to @violetbfox



Some environments that would be toxic for me would be fine for others. But I recognize that it can help people understand that an individual can only do so much to change established negative patterns and situations, so I think it's useful in that sense. [#critlib](#)



Katharine C Chandler
@freyjawaru

A1: I think there are some highly toxic places where everyone agrees it's toxic but they stay because they are settled and there aren't a lot of other options in the area. Or there's a good pension. That sort of thing. They hope to ride it out. [#critlib](#)

2:16 AM · Dec 11, 2019



♡ 7 👤 See Katharine C Chandler's other Tweets



Tracy Shields

@tcshields



Agreed on the pervasiveness. You can't leave it at work. It seems into everyday things, can affect health (mental and physical) [#critlib](#) [#LISmentalhealth](#)

2:16 AM · Dec 11, 2019



3



See Tracy Shields's other Tweets



anonymous LibRev

@critlib_anon



[#critlib](#) Q1: First and foremost, mistrust. When an employee sees colleagues as competitors, sees success as a zero sum game, and thus feels threatened when colleagues succeed and acts under the assumption that others feel the same.

2:16 AM · Dec 11, 2019



6



See anonymous LibRev's other Tweets



Ra@hel B.

@FairUseLBR



Hi I'm an academic librarian who's had several different positions and speaking from a wide range of experience (from student worker on up). [#critlib](#)

2:17 AM · Dec 11, 2019



3



See Ra@hel B.'s other Tweets



Kristen wants you to VOTE @GingerReads · Dec 11, 2019



Q1: What is a toxic work environment? Is that a useful term? Why or why not? #critlib



Katharine C Chandler

@freyjawaru

A1: there are ppl who create toxic environments through bullying or otherwise controlling behaviors. I think many librarians can attest to that. Ex: one library where I worked had a toxic administrator who had been let go from four different academic libraries prior. #critlib

2:19 AM · Dec 11, 2019



5



See Katharine C Chandler's other Tweets



Tracy Shields

@tcshields



A2: We can't work to dismantle oppression for our users if we are too busy being oppressed ourselves in environments that aren't healthy or stifle growth #critlib



Kristen wants you to VOTE @GingerReads

Q2: How so toxic work environments impact efforts to dismantle oppression in libraries? #critlib

2:19 AM · Dec 11, 2019



9



See Tracy Shields's other Tweets



Katharine C Chandler @freyjawaru · Dec 11, 2019



Replying to @violetbfox

A1: I think there are some highly toxic places where everyone agrees it's toxic but they stay because they are settled and there aren't a lot of other options in the area. Or there's a good pension. That sort of thing. They hope to ride it out. #critlib



Cynthia/真理江 Orozco

@Cynthinee

This is so many people at my institution. Or they say they should have left years ago, but at this point it's not worth it (\$, pension) or it would be hard to get a job this far in their career. #critlib

2:19 AM · Dec 11, 2019



7



See Cynthia/真理江 Orozco's other Tweets



Alyssa Jocson Porter
@itsuhLEEsuh



A2: Working in a toxic environment can cause serious burnout, which in turn can make it hard to continue the hard work of dismantling oppression. I know that when I burn out, I tend to step back or disengage just so I can focus on survival. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q2: How so toxic work environments impact efforts to dismantle oppression in libraries? [#critlib](#)

2:21 AM · Dec 11, 2019



35



See Alyssa Jocson Porter's other Tweets



zemkat @zemkat · Dec 11, 2019



Replying to @rlgunt2001 @freyjawaru and @GingerReads

Pretty much -- here are some resources on the subject
libguides.uky.edu/c.php?g=222981...

(a colleague of mine had this as a research interest)



Katharine C Chandler
@freyjawaru

Yes! I posted one other—would like to get in touch with your colleague as I'm proposing a panel on this subject for ALA Annual 2021. Would they be interested? [#critlib](#)

2:21 AM · Dec 11, 2019 from Baltimore, MD



3



See Katharine C Chandler's other Tweets



Kristen wants you to VOTE
@GingerReads



People > policies [#critlib](#)

2:21 AM · Dec 11, 2019



6



See Kristen wants you to VOTE's other Tweets



Ra@hel B.
@FairUseLBR



The people who perpetuate the toxicity often want to maintain the status queue because it fits their style. They are not open to change and will uphold the oppressive values through bullying out new ideas. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q2: How so toxic work environments impact efforts to dismantle oppression in libraries? [#critlib](#)

2:21 AM · Dec 11, 2019



9



See Ra@hel B.'s other Tweets



Violet Fox
@violetbfox



Having worked in a handful, I don't know that universities are any more difficult environments than any other place? They're usually big enough that there are multiple ecosystems to work within, from small to large, and each can be functional or dysfunctional. [#critlib](#)



anonymous LibRev @critlib_anon

[#critlib](#) I'm anonymous tonight. I'm in the process of applying for a job at a university library, and feeling some fear because I've heard universities can be pretty difficult environments to work in.

2:22 AM · Dec 11, 2019



11



See Violet Fox's other Tweets



anonymous LibRev
@critlib_anon



[#critlib](#) Q2: The toxic environment/relationships make it impossible to make progress on any 'real' problems (that is, problems not being generated for their own sake by said toxic relationships) by sucking up all the air and draining those involved.

2:22 AM · Dec 11, 2019



5



See anonymous LibRev's other Tweets



Bat-Child Librarian

@adammizelle



A2: I honestly am a little more lost with the term Dismantle compared to Toxic. It's a way not yet made that implies discovering the process. Which judging by the state of things is not easy.

I guess it makes the effort hard the same way it makes everything else hard [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q2: How so toxic work environments impact efforts to dismantle oppression in libraries? [#critlib](#)

2:23 AM · Dec 11, 2019



1



See Bat-Child Librarian's other Tweets



Rachel Walden

@rachel_w



Absolutely. The effects can linger even after you leave the toxic environment. [#critlib](#) t.co/ObGNiKYEaj

2:24 AM · Dec 11, 2019



11



See Rachel Walden's other Tweets



Alyssa Jocson Porter @itsuhLEEsuh · Dec 11, 2019



A2: Working in a toxic environment can cause serious burnout, which in turn can make it hard to continue the hard work of dismantling oppression. I know that when I burn out, I tend to step back or disengage just so I can focus on survival. #critlib



Kristen wants you to VOTE @GingerReads

Q2: How so toxic work environments impact efforts to dismantle oppression in libraries? #critlib



Cynthia/真理江 Orozco

@Cynthinee

It feels like the majority of my colleagues are burnt out. And there's this culture of onboarding=treating the newest librarian like shit. I feel like this environment produces 3 types: #critlib (1/2)

2:25 AM · Dec 11, 2019



11



See Cynthia/真理江 Orozco's other Tweets



Bat-Child Librarian @adammizelle · Dec 11, 2019



A2: I honestly am a little more lost with the term Dismantle compared to Toxic. It's a way not yet made that implies discovering the process. Which judging by the state of things is not easy.

I guess it makes the effort hard the same way it makes everything else hard #critlib



Kristen wants you to VOTE @GingerReads

Q2: How so toxic work environments impact efforts to dismantle oppression in libraries? #critlib



Bat-Child Librarian

@adammizelle

Just want to follow up by acknowledging I've got the Full Suite of privileges, need to shut up and listen to the oppressed and all #critlib

2:25 AM · Dec 11, 2019



See Bat-Child Librarian's other Tweets



Cynthia/真理江 Orozco @Cynthinee · Dec 11, 2019



Replying to @itsuhLEEsuh

It feels like the majority of my colleagues are burnt out. And there's this culture of onboarding=treating the newest librarian like shit. I feel like this environment produces 3 types: [#critlib](#) (1/2)



Cynthia/真理江 Orozco

@Cynthinee

1. Person who went through it so everyone else should, too.
2. Person who went through it so says nobody else should.
3. Person who went through it so actively tries to dismantle this system of shittiness and actively combat workplace toxicity. (2/2) [#critlib](#)

2:26 AM · Dec 11, 2019



14



See Cynthia/真理江 Orozco's other Tweets



Tracy Shields

@tcshields



It definitely can be intentional, especially when the workplace puts forth a good face, seems productive, has respect in the field - despite toxic behaviors and habits of some or all workers - because the toxicity underpins all that [#critlib](#)

2:26 AM · Dec 11, 2019



5



See Tracy Shields's other Tweets



Paul Jewell

@pdjewell



A1 Library worker just told me they attended a training session and there were so many acronyms thrown around they had no idea what they were talking about and felt excluded [#WorkPlaceCulture](#) [#critlib](#)

2:26 AM · Dec 11, 2019 from Sydney, New South Wales



4



See Paul Jewell's other Tweets



Ra@hel B. @FairUseLBR · Dec 11, 2019



The people who perpetuate the toxicity often want to maintain the status queue because it fits their style. They are not open to change and will uphold the oppressive values through bullying out new ideas. #critlib



Kristen wants you to VOTE @GingerReads

Q2: How so toxic work environments impact efforts to dismantle oppression in libraries? #critlib



Bat-Child Librarian

@adammizelle

I like that phrase Oppressive Values. Feels useful #critlib

2:26 AM · Dec 11, 2019



2



See Bat-Child Librarian's other Tweets



Lena Gluck

@LenaGluck



Q2: toxic workplaces make it much less likely for workers to be able to trust each other and safely communicate with each other without fearing (social or professional) repercussion

#critlib (1/2)



Kristen wants you to VOTE @GingerReads

Q2: How so toxic work environments impact efforts to dismantle oppression in libraries? #critlib

2:27 AM · Dec 11, 2019



5



See Lena Gluck's other Tweets



Lena Gluck @LenaGluck · Dec 11, 2019



Q2: toxic workplaces make it much less likely for workers to be able to trust each other and safely communicate with each other without fearing (social or professional) repercussion

[#critlib](#) (1/2)



Kristen wants you to VOTE @GingerReads

Q2: How so toxic work environments impact efforts to dismantle oppression in libraries? [#critlib](#)



Lena Gluck
@LenaGluck

Q2: (2/2) ...which in turn makes them less likely to share wages and easier for employers to perpetuate income inequality. Also makes it harder to organize for better working conditions in general when you can't count on others to have your back. [#critlib](#)

2:27 AM · Dec 11, 2019



2



See Lena Gluck's other Tweets



Kristen wants you to VOTE
@GingerReads



Q3: How can individuals cope with a toxic work environment? [#critlib](#)

2:28 AM · Dec 11, 2019



8



See Kristen wants you to VOTE's other Tweets



Katharine C Chandler @freyjawaru · Dec 11, 2019



Replying to @violetbfox

Every place is different. I think it's important for you to did out what you can about the places where you interview before you accept. I made a huge mistake in not doing that and walked into the most toxic place imaginable: found out later "oh yeah didn't you know?..."



Katharine C Chandler
@freyjawaru

Sorry! [#critlib](#)

2:28 AM · Dec 11, 2019 from Baltimore, MD



See Katharine C Chandler's other Tweets



Rachel Walden @rachel_w · Dec 11, 2019



A1: Absolutely a useful term, and one we probably apply too cautiously. Can include bullying, verbal abuse, manipulation, racism, sexism, toxic narcissism, ableism, micromanagement, homophobia, transphobia, etc. (and often more than one of these)



Kristen wants you to VOTE @GingerReads

Q1: What is a toxic work environment? Is that a useful term? Why or why not? #critlib



Rachel Walden

@rachel_w

[#critlib](#)

2:28 AM · Dec 11, 2019



See Rachel Walden's other Tweets



Katharine C Chandler @freyjawaru · Dec 11, 2019



Replying to @zemkat @rlgunt2001 and @GingerReads

Yes! I posted one other—would like to get in touch with your colleague as I'm proposing a panel on this subject for ALA Annual 2021. Would they be interested? #critlib



zemkat

@zemkat

I'm sorry to say that he passed away earlier this year, but I think he'd be pleased to know that people are talking about this more in libraries. (Tom Hecker, author of that 2007 Journal of Academic Librarianship article on the subject)

[#critlib](#)

2:28 AM · Dec 11, 2019



3



See zemkat's other Tweets



Tracy Shields

@tcshields



You see a lot of this in medicine, where burnout and toxic environments are a growing concern and getting more focus. Lots of “that’s the way it’s always been done / I went through it, so should you” [#critlib](#)



Cynthia/真理江 Orozco @Cynthinee

Replying to @Cynthinee and @itsuhLEEsuh

1. Person who went through it so everyone else should, too.
 2. Person who went through it so says nobody else should.
 3. Person who went through it so actively tries to dismantle this system of shittiness and actively combat workplace toxicity. (2/2)
- [#critlib](#)

2:29 AM · Dec 11, 2019



4



See Tracy Shields’s other Tweets



Kristen wants you to VOTE

@GingerReads



Finding the people to trust is key! [#critlib](#)



Lena Gluck @LenaGluck

Q2: toxic workplaces make it much less likely for workers to be able to trust each other and safely communicate with each other without fearing (social or professional) repercussion

[#critlib](#) (1/2) twitter.com/GingerReads/st...

2:29 AM · Dec 11, 2019



5



See Kristen wants you to VOTE’s other Tweets



zemkat @zemkat · Dec 11, 2019



Replying to @freyjawaru @rlgunt2001 and @GingerReads

I'm sorry to say that he passed away earlier this year, but I think he'd be pleased to know that people are talking about this more in libraries. (Tom Hecker, author of that 2007 Journal of Academic Librarianship article on the subject)

[#critlib](#)



Katharine C Chandler

@freyjawaru

Oh I'm so sorry to hear that! Well if someone at your institution has also been working on it do let me know, the panel is definitely taking shape! [#critlib](#)

2:29 AM · Dec 11, 2019 from Baltimore, MD



4



See Katharine C Chandler's other Tweets



Violet Fox

@violetbfox



Great point, @rbecks29. think a significant factor is that people in academic libraries can be more free to express their grievances (academic freedom, union protection, etc.) so we hear more about difficult environments.

[#critlib](#)



Ra@hel B. @FairUseLBR

Replying to @violetbfox

I've worked in universities and public libraries. It can be tricky in university land from the standpoint that there are so many stakeholders who are often there for the long haul. Public libraries can have slightly more turnover and a smaller stakeholder pool.

2:30 AM · Dec 11, 2019



7



See Violet Fox's other Tweets



anonymous LibRev

@critlib_anon



Reflecting on my own workplace, I'm realizing there are many aspects that would qualify as toxic, but there's also a lot of autonomy granted to individuals. Curious how others see these coexisting? [#critlib](#)

2:31 AM · Dec 11, 2019



See anonymous LibRev's other Tweets



Alyssa Jocson Porter

@itsuhLEEsuh



A3: Therapy. Hobbies or activities that have a restorative aspect. Finding allies in colleagues, in another dept, in another library branch, outside of work. Finding another place to work. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q3: How can individuals cope with a toxic work environment? [#critlib](#)

2:32 AM · Dec 11, 2019



4



See Alyssa Jocson Porter's other Tweets



Tracy Shields

@tcshields



A3: finding allies and outside validation (it helps if someone else sees the problems). For some that's enough, for others you need therapy or professional support. Talking about it is a huge thing - people need to know it's real. [#critlib](#) [#LISmentalhealth](#)



Kristen wants you to VOTE @GingerReads

Q3: How can individuals cope with a toxic work environment? [#critlib](#)

2:33 AM · Dec 11, 2019



8



See Tracy Shields's other Tweets



Violet Fox @violetbfox · Dec 11, 2019



Great point, @rbecks29. think a significant factor is that people in academic libraries can be more free to express their grievances (academic freedom, union protection, etc.) so we hear more about difficult environments. [#critlib](#)



RaChel B. @FairUseLBR

Replying to @violetbfox

I've worked in universities and public libraries. It can be tricky in university land from the standpoint that there are so many stakeholders who are often there for the long haul. Public libraries can have slightly more turnover and a smaller stakeholder pool.



Katharine C Chandler

@freyjawaru

I felt more protected working in a public library, by the union. Many academic libraries don't have unions, or are contracted positions that have to be renewed. However, it's entirely different work in many ways and a different reward depending on what works for you. [#critlib](#)

2:33 AM · Dec 11, 2019 from Baltimore, MD



2



See Katharine C Chandler's other Tweets



Cynthia/真理江 Orozco @Cynthinee · Dec 11, 2019



Replying to @GingerReads and @itsuhLEEsuh

Yes! And to be fair, I get not wanting to relive your traumatic past experiences. I'm at the point in my position where I'm deciding whether to jump ship or stick around and try to be Person #3... 😊



Kristen wants you to VOTE

@GingerReads

I agree! It's such a hard choice. I've saved this tweet and think about it ALL THE TIME #critlib



Brian P. Hogan

@bphogan



I've had some toxic jobs. Lesson learned:

When things go bad, good people leave, eventually followed by people who thought they could change things but got buried because too many good people left. Those left are bad people or hostages.

The good people are your canary.

2:34 AM · Dec 11, 2019



36



See Kristen wants you to VOTE's other Tweets



Lena Gluck
@LenaGluck



#CritLib Q3: honestly, my answer to this question is the same as my answer to the best thing I've learned in therapy--



Lena Gluck @LenaGluck

Isolation can kill you.

If you feel uncomfortable/scared/trapped/worthless/ashamed in your current circumstances, always tell someone. Anyone. Even if they're a stranger.

Telling someone, acknowledging what's happening, can keep you alive.
twitter.com/CarolineMoss/s...

2:34 AM · Dec 11, 2019



7



See Lena Gluck's other Tweets



Bat-Child Librarian
@adammizelle



A3: I've found keeping a running journal when a thing happens that affects you and getting your thoughts down when you don't have the energy to respond is helpful. **#critlib**



Kristen wants you to VOTE @GingerReads

Q3: How can individuals cope with a toxic work environment? **#critlib**

2:34 AM · Dec 11, 2019



4



See Bat-Child Librarian's other Tweets



Kristen wants you to VOTE
@GingerReads



GTFO was the rally cry of my family when I was in an incredible year toxic job. I stitched it on something once.
#critlib

2:35 AM · Dec 11, 2019



7



See Kristen wants you to VOTE's other Tweets



Cynthia/真理江 Orozco

@Cynthinee



A3: I'm so thankful for my close friends who keep me grounded. Especially when dealing with gaslighting, which is a popular technique of workplace bullies and those who abuse their power [#critlib](#)

2:36 AM · Dec 11, 2019



25



See Cynthia/真理江 Orozco's other Tweets



Cynthia/真理江 Orozco @Cynthinee · Dec 11, 2019



A3: I'm so thankful for my close friends who keep me grounded. Especially when dealing with gaslighting, which is a popular technique of workplace bullies and those who abuse their power [#critlib](#)



Cynthia/真理江 Orozco

@Cynthinee

A3: Twitter has also been helpful...although being untenured means retrained public documentation of what I've been going through. The support has been incredible, and I've connected with several people going or have gone through similar things. [#critlib](#)

2:36 AM · Dec 11, 2019



5



See Cynthia/真理江 Orozco's other Tweets



Kristen wants you to VOTE

@GingerReads



Q4: If you could offer advice to administrators/managers/leaders trying to shift a toxic work culture to be a positive one, what would you say? [#critlib](#)

2:37 AM · Dec 11, 2019



6



See Kristen wants you to VOTE's other Tweets



Kristen wants you to VOTE @GingerReads · Dec 11, 2019



Replying to @Cynthinee and @itsuhLEEsuh

I agree! It's such a hard choice. I've saved this tweet and think about it ALL THE TIME [#critlib](#)



Brian P. Hogan

@bphogan



I've had some toxic jobs. Lesson learned:

When things go bad, good people leave, eventually followed by people who thought they could change things but got buried because too many good people left. Those left are bad people or hostages.

The good people are your canary.



Tracy Shields

@tcshields

And the choice is so personal, can be so isolating. Which only adds to the problem. [#critlib](#)

2:37 AM · Dec 11, 2019



2



See Tracy Shields's other Tweets



Paul Jewell

@pdjewell



A3 make library friends, join twitter chats, talk, be mindful and stay safe 🙌 [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q3: How can individuals cope with a toxic work environment? [#critlib](#)

2:38 AM · Dec 11, 2019



8



See Paul Jewell's other Tweets



Cynthia/真理江 Orozco @Cynthinee · Dec 11, 2019



A3: I'm so thankful for my close friends who keep me grounded. Especially when dealing with gaslighting, which is a popular technique of workplace bullies and those who abuse their power [#critlib](#)



Cynthia/真理江 Orozco
@Cynthinee

A3: In trying to survive a toxic workplace I unfortunately also learned who my true friends are. Many people who I thought were good friends literally never stood up for me or bothered trying to understand my situation. Realizing that was really important to me. [#critlib](#)

2:38 AM · Dec 11, 2019



12



See Cynthia/真理江 Orozco's other Tweets



Rachel Walden
@rachel_w



A3: Honestly, leave. Until you can, apply for jobs, go to therapy, and know it's not your fault. Form a network with fellow survivors where you can. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q3: How can individuals cope with a toxic work environment? [#critlib](#)

2:38 AM · Dec 11, 2019



28



See Rachel Walden's other Tweets



Kristen wants you to VOTE
@GingerReads



I've seen a lot of work places have an employee assistance program. It's anonymous, free, and has services like therapy, coinciding and mediation. Check to see if your place has this great resource! [#critlib](#)
t.co/56IWYLL9PL

2:39 AM · Dec 11, 2019



10



See Kristen wants you to VOTE's other Tweets



anonymous LibRev

@critlib_anon



A4. This is a hard question, because I've never been in a toxic workplace where the boss wasn't the main culprit.

[#critlib](#)

2:40 AM · Dec 11, 2019



13



See anonymous LibRev's other Tweets



Rachel Walden

@rachel_w



ABSOLUTELY toxic workplaces can and do exacerbate existing mental health concerns [#critlib](#)

2:40 AM · Dec 11, 2019



5



See Rachel Walden's other Tweets



Rachel Walden

@rachel_w



Recommend reading "The Bully at Work" for those who need to come to terms with the reality of the toxic environment (and passing along to those who may not yet recognize bullying behavior for what it is) [#critlib](#)

2:41 AM · Dec 11, 2019



8



See Rachel Walden's other Tweets



Bat-Child Librarian

@adammizelle



Yes. The EAP. My doctor was like: this is easier than seeking therapy through the normal route. Do it. [#critlib](#)



Kristen wants you to VOTE @GingerReads

I've seen a lot of work places have an employee assistance program. It's anonymous, free, and has services like therapy, co-occurring and mediation. Check to see if your place has this great resource! [#critlib t.co/56IWYLL9PL](#)

2:41 AM · Dec 11, 2019



2



See Bat-Child Librarian's other Tweets



Kristen wants you to VOTE @GingerReads · Dec 11, 2019



I've seen a lot of work places have an employee assistance program. It's anonymous, free, and has services like therapy, coinciding and mediation. Check to see if your place has this great resource! [#critlib t.co/56lWYLL9PL](https://t.co/56lWYLL9PL)



Tracy Shields

@tcshields

And if your workplace does have an assistance program, and you go, and they are already familiar with your work area / department is a known entity with them, well... there you go. That's your validation that you might be in a toxic environment [#critlib](https://t.co/56lWYLL9PL)

2:41 AM · Dec 11, 2019



4



See Tracy Shields's other Tweets



Rachel Walden

@rachel_w



A3: YES form a support network with colleagues if possible, but also work HARD to build your external professional network [#critlib](https://t.co/56lWYLL9PL)



Paul Jewell @pdjewell

A3 make library friends, join twitter chats, talk, be mindful and stay safe 🍷 [#critlib twitter.com/gingerreads/st...](https://t.co/56lWYLL9PL)

2:42 AM · Dec 11, 2019



4



See Rachel Walden's other Tweets



Kristen wants you to VOTE

@GingerReads



Q5: If you could offer advice to non-managerial workers trying to shift a toxic work culture to a positive one, what would you say? [#critlib](https://t.co/56lWYLL9PL)

2:43 AM · Dec 11, 2019



2



See Kristen wants you to VOTE's other Tweets



anonymous LibRev

@critlib_anon



[#critlib](#) Q4 Sometimes there's no one person at fault. Sometimes there is. When you have most of your team trying to work on the broken relationships, and one person insisting that none of it will work and everything should stay the same, that person might just be your problem.

2:44 AM · Dec 11, 2019



4



See anonymous LibRev's other Tweets



Tracy Shields

@tcshields



A4: You have to put in the work to have change happen, and to stick. It's often more than replacing folks. You need to look at the workplace culture. Are there factors there that exacerbate this issue? [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q4: If you could offer advice to administrators/managers/leaders trying to shift a toxic work culture to be a positive one, what would you say? [#critlib](#)

2:44 AM · Dec 11, 2019



5



See Tracy Shields's other Tweets



Rachel Walden

@rachel_w



If you are experiencing a toxic library workplace and need somebody outside your organization to review your CV/cover letter or help figuring out what types of positions might need your strengths, hit me up I mean it. [#critlib](#)

2:44 AM · Dec 11, 2019



181



39 people are Tweeting about this



Kristen wants you to VOTE

@GingerReads



I hear you but I would hate for ANYONE to feel like they had to slog and grind their way through a bad situation.

[#critlib](#)

2:45 AM · Dec 11, 2019



2



See Kristen wants you to VOTE's other Tweets



Katharine C Chandler

@freyjawaru



I have learned since I left one place where I worked that specific tactics are actually learned in management.

Creating a hostile environment is sometimes intentional and targeted. [#critlib](#)



anonymous LibRev @critlib_anon

A4. This is a hard question, because I've never been in a toxic workplace where the boss wasn't the main culprit. [#critlib](#)

2:45 AM · Dec 11, 2019 from Baltimore, MD



9



See Katharine C Chandler's other Tweets



anonymous LibRev

@critlib_anon



[#critlib](#) Sometimes it is a person or persons. I walked into a job with racists, anti-semites, and Islamaphobia. 3 against 1 until I and one more got hired. Then it was 4 against 2.

2:45 AM · Dec 11, 2019



1



See anonymous LibRev's other Tweets



Tracy Shields

@tcshields



YES! This is critical, and especially challenging in smaller organizations. Fear of reprisal (no matter how small) can keep folks silent on lots of issues [#critlib](#)

2:46 AM · Dec 11, 2019



7



See Tracy Shields's other Tweets



Kristen wants you to VOTE

@GingerReads



Healthy conflict is something EVERY team needs to have practice with. It could be vital to the work! [#critlib](#)
twitter.com/LeapYrLibraria...

2:46 AM · Dec 11, 2019



6



See Kristen wants you to VOTE's other Tweets



Alyssa Jocson Porter

@itsuhLEEsuh



It's dinnertime for me. Good night, [#critlib](#)! Wishing you all healthy work environments.

2:46 AM · Dec 11, 2019



3



See Alyssa Jocson Porter's other Tweets



Rachel Walden

@rachel_w



A4: At a BARE MINIMUM take complaints/reports seriously. Too many organizations ignore, deflect, or even chalk it up to "women not getting along," jealousy, etc. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q4: If you could offer advice to administrators/managers/leaders trying to shift a toxic work culture to be a positive one, what would you say? [#critlib](#)

2:47 AM · Dec 11, 2019



28



See Rachel Walden's other Tweets



Kristen wants you to VOTE

@GingerReads



Hiring the right people and letting them do the work you hired them to do is the best! I can train anyone to be a librarian, I want to make sure you're going to care about the community you sever and aren't going to be a problem for the team [#critlib](#) LOVE THIS ANSWER



Melanie Elron @GingerSyd

Replying to @GingerReads

Good recruitment is the key. Hire for attitude foremost, and use the probation period wisely. Once a negative person gets on your team it's very hard to stop them infecting the whole place. Your good people deserve you standing up for them.

2:48 AM · Dec 11, 2019



6



See Kristen wants you to VOTE's other Tweets



Tracy Shields

@tcshields



A5: Not every workplace can be fixed, especially from the inside. You have to pick your battles and realize that even small changes can lead to improvements. Also, it takes time for course corrections. Temper your expectations even if you stay optimistic [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q5: If you could offer advice to non-managerial workers trying to shift a toxic work culture to a positive one, what would you say? [#critlib](#)

2:48 AM · Dec 11, 2019



13



See Tracy Shields's other Tweets



anonymous LibRev

@critlib_anon



Toxicity is highly contagious. Even the normally positive employees can get dragged into the environment and then start being perceived by others as part of the problem and not a possible part of the solution [#critlib](#)

2:49 AM · Dec 11, 2019



14



See anonymous LibRev's other Tweets



Kristen wants you to VOTE

@GingerReads



A5: keep in mind it is going to be harder than it should be and take longer than it should. Celebrate wins. Find your people. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q5: If you could offer advice to non-managerial workers trying to shift a toxic work culture to a positive one, what would you say? [#critlib](#)

2:50 AM · Dec 11, 2019



6



See Kristen wants you to VOTE's other Tweets



Cynthia/真理江 Orozco

@Cynthinee



A4: Address workplace problems at the beginning. Example, in my last job I had a workplace bully, and admin shut it down IMMEDIATELY. In current job, same situation that got continually worse, and it only stopped because this person's relative power was temporary [#critlib](#)

2:50 AM · Dec 11, 2019



17



See Cynthia/真理江 Orozco's other Tweets



Rachel Walden

@rachel_w



Unfortunately the toxic boss will do *everything* to figure out who said what (even when explicitly instructed by HR not to...). [#critlib](#) twitter.com/teacher2librar...

2:51 AM · Dec 11, 2019



12



See Rachel Walden's other Tweets



anonymous LibRev

@critlib_anon



#critlib I have seen this as well. Manager encourages conflict and competition, treats staff unfairly, has an 'in crowd' and an 'out crowd.' Before they know it everyone is elbowing for position, desperate to win favor.



Katharine C Chandler @freyjawaru

I have learned since I left one place where I worked that specific tactics are actually learned in management. Creating a hostile environment is sometimes intentional and targeted. #critlib
twitter.com/critlib_anon/s...

2:51 AM · Dec 11, 2019



9



See anonymous LibRev's other Tweets



Rachel Walden @rachel_w · Dec 11, 2019



Unfortunately the toxic boss will do *everything* to figure out who said what (even when explicitly instructed by HR not to...). #critlib
twitter.com/teacher2librar...



Tracy Shields

@tcshields

That's when you start hearing phrases like "witch hunt" being tossed around in meetings and conversations
#critlib

2:53 AM · Dec 11, 2019



2



See Tracy Shields's other Tweets



Kristen wants you to VOTE

@GingerReads



Q6: What fundamental changes could be made to librarianship to prevent toxic work cultures from forming? #critlib

2:54 AM · Dec 11, 2019



3



See Kristen wants you to VOTE's other Tweets



Lena Gluck
@LenaGluck



100% agreed. Talking to people outside that environment and hearing them react with `_shock_` to the terrible things that have become normalized is so important to not losing yourself in those places. [#critlib](#)

2:54 AM · Dec 11, 2019



9



See Lena Gluck's other Tweets



Cynthia/真理江 Orozco
@Cynthinee



A5: That's hard. Like I said, I get why people who have bore the brunt of workplace toxicity would want to not bring attention to themselves. I'd say at minimum listen to your colleagues, check in with them. [#critlib](#)

2:55 AM · Dec 11, 2019



6



See Cynthia/真理江 Orozco's other Tweets



Cynthia/真理江 Orozco @Cynthinee · Dec 11, 2019



A5: That's hard. Like I said, I get why people who have bore the brunt of workplace toxicity would want to not bring attention to themselves. I'd say at minimum listen to your colleagues, check in with them. [#critlib](#)



Cynthia/真理江 Orozco
@Cynthinee

A5: Another interesting thing is that one person's workplace bully can be really freaking nice to everyone else. A colleague in another department was going through a similar thing, and their bully has always seemed incredibly cool and sweet with me. It's so bizarre. [#critlib](#)

2:55 AM · Dec 11, 2019



39



See Cynthia/真理江 Orozco's other Tweets



Rachel Walden
@rachel_w



Yup. I once got major blowback for refusing to disclose a report's medical condition, but I will never regret that.

[#critlib](#)

2:55 AM · Dec 11, 2019



7



See Rachel Walden's other Tweets



Katharine C Chandler
@freyjawaru



I would ask them to look carefully at toxic managers. Bullying behavior of peers. Unfortunately those sorts of things are all too often exactly what an administrator has orchestrated or those conditions give an admin strange power. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q4: If you could offer advice to administrators/managers/leaders trying to shift a toxic work culture to be a positive one, what would you say? [#critlib](#)

2:57 AM · Dec 11, 2019 from Baltimore, MD



6



See Katharine C Chandler's other Tweets



Tracy Shields
@tcshields



A6: normalizing open and frank discussion (like this [#critlib](#) chat) on toxic behaviors, mental health, and workplace conflict. This needs to start in library school, and continue through professional development activities.



Kristen wants you to VOTE @GingerReads

Q6: What fundamental changes could be made to librarianship to prevent toxic work cultures from forming? [#critlib](#)

2:57 AM · Dec 11, 2019



9



See Tracy Shields's other Tweets



Rachel Walden
@rachel_w



THIS. It hinders change because a workplace bully is often totally different to those “up” the chain vs “down.”
[#critlib](#)



Cynthia/真理江 Orozco @Cynthinee

Replying to @Cynthinee

A5: Another interesting thing is that one person's workplace bully can be really freaking nice to everyone else. A colleague in another department was going through a similar thing, and their bully has always seemed incredibly cool and sweet with me. It's so bizarre.
[#critlib](#)

2:58 AM · Dec 11, 2019



12



See Rachel Walden's other Tweets



Tracy Shields
@tcshields



Feeling appreciated can go a long way in helping deal with a toxic environment [#critlib](#)

2:59 AM · Dec 11, 2019



5



See Tracy Shields's other Tweets



Cynthia/真理江 Orozco
@Cynthinee



A6: My strategy is to recognize the problem publicly. I'm not trying to put my institution on blast but rather call in my colleagues to rethink how we work with each other.
[#critlib](#)

2:59 AM · Dec 11, 2019



8



See Cynthia/真理江 Orozco's other Tweets



anonymous LibRev
@critlib_anon



Here's your [#critpitch](#) reminder to see the [#SaveSCSU_Library](#) hashtag, sign the petition chnng.it/B688ZLDN & see unionlibraryworkers.blogspot.com/2019/09/guest-... to support St. Cloud State librarians being laid off. [#critlib](#)



Sign the Petition
Stop faculty layoffs at St. Cloud State University
change.org

2:59 AM · Dec 11, 2019



3



See anonymous LibRev's other Tweets



Bat-Child Librarian
@adammizelle



The first time I read this I was like yep, yep, yep
[#critlib](#)

3:01 AM · Dec 11, 2019



See Bat-Child Librarian's other Tweets



Kristen wants you to VOTE

@GingerReads



Totally breaks my heart when great people want to leave librarianship because of bad work environments!

[#critlib](#) twitter.com/librarianmer/s...

3:01 AM · Dec 11, 2019



7



See Kristen wants you to VOTE's other Tweets



Husky Defender

@DefenderHusky



Also, follow us for some stress relief! [#critlib](#)



anonymous LibRev @critlib_anon

Here's your [#critpitch](#) reminder to see the [#SaveSCSU_Library](#) hashtag, sign the petition chnng.it/B688ZLDN & see unionlibraryworkers.blogspot.com/2019/09/guest-... to support St. Cloud State librarians being laid off. [#critlib](#)

3:02 AM · Dec 11, 2019



See Husky Defender's other Tweets



Paul Jewell

@pdjewell



A4 Library workers can't allow unhealthy work environments as our communities rely on us: if managers/leaders don't get this then they need to get out [#librariesmatter](#) [#critlib](#)

3:02 AM · Dec 11, 2019 from Sydney, New South Wales



6



See Paul Jewell's other Tweets



Danielle Baum the beacons of hope are lit @ · Dec 11, 2019 

Replying to @librarianmer and @rachel_w

same. it fucked me over from moving to a different job in library land too. maybe that's changed.



Rachel Walden

@rachel_w

Have absolutely seen toxic leaders try to sabotage people from moving on. Outside champions are key I think. [#critlib](#)

3:03 AM · Dec 11, 2019



6



See Rachel Walden's other Tweets



Kristen wants you to VOTE

@GingerReads



Good onboarding is sooooo important! Must set folks up for success! [#critlib](#)

3:03 AM · Dec 11, 2019



6



See Kristen wants you to VOTE's other Tweets



Cynthia/真理江 Orozco @Cynthinee · Dec 11, 2019



A6: My strategy is to recognize the problem publicly. I'm not trying to put my institution on blast but rather call in my colleagues to rethink how we work with each other. [#critlib](#)



Cynthia/真理江 Orozco

@Cynthinee

Wait, let me rework this sentence: I AM putting my institution on blast as a form of calling in because we can be better, we deserve better, and our students deserve better. [#critlib](#)

3:04 AM · Dec 11, 2019



14



See Cynthia/真理江 Orozco's other Tweets



Kristen wants you to VOTE

@GingerReads



I want to be respectful of everyone's time. THANK YOU SO MUCH for everyone who contributed to the conversation and who watched the thread. I appreciate everyone's vulnerability and honesty. Keep the conversation going. [#critlib](#)

3:06 AM · Dec 11, 2019



12



See Kristen wants you to VOTE's other Tweets



Tracy Shields

@tcshields



Being flexible about sick time and not being stigmatizing is a HUGE thing. One of the ways I realized my workplace was NOT toxic is that my boss has allowed me to take time for therapy, and has made a point of normalizing that for others. [#critlib](#)

3:06 AM · Dec 11, 2019



8



See Tracy Shields's other Tweets



Violet Fox

@violetbfox



Thanks so much to [@GingerReads](#) for leading tonight's [#critlib](#) chat and to all who were able to participate!

If you have an idea for a critlib chat, please submit your idea here: critlib.org/twitter-chats/... [#critlib](#) doesn't happen without you!

3:07 AM · Dec 11, 2019



18



See Violet Fox's other Tweets



Kristen wants you to VOTE @GingerReads · Dec 11, 2019



I want to be respectful of everyone's time. THANK YOU SO MUCH for everyone who contributed to the conversation and who watched the thread. I appreciate everyone's vulnerability and honesty. Keep the conversation going. [#critlib](#)



Kristen wants you to VOTE

@GingerReads

Find ways to turn conversations into actions. Find your people. (Looking at all of you) [#critlib](#)

3:07 AM · Dec 11, 2019



1



See Kristen wants you to VOTE's other Tweets



Gina "Wear a Mask, Don't Be Racist" Murrell

@GinaMurrell1



Hi, I'm Gina, an academic librarian in the Bay Area who's joining [#critlib](#) after her evening commute. My current environment is among the most functional I've been in, but I've worked in toxic environments & speak based on past experiences.

3:08 AM · Dec 11, 2019



11



See Gina "Wear a Mask, Don't Be Racist" Murrell's other T...



Rachel Walden

@rachel_w



[#critlib](#) chats might be my favorite thing in librarianship right now

3:10 AM · Dec 11, 2019



8



See Rachel Walden's other Tweets



Katharine C Chandler

@freyjawaru



Something important about bullies, esp. "girl bullies" or "mean girls," is they're super good at creating personas. One face they show to you, another they show to other ppl. Another version of this is kissing up and punching down. It's painfully common in library land. [#critlib](#)



Cynthia/真理江 Orozco @Cynthinee

Replying to @Cynthinee

A5: Another interesting thing is that one person's workplace bully can be really freaking nice to everyone else. A colleague in another department was going through a similar thing, and their bully has always seemed incredibly cool and sweet with me. It's so bizarre. [#critlib](#)

3:13 AM · Dec 11, 2019 from Baltimore, MD



22



See Katharine C Chandler's other Tweets



Kristen wants you to VOTE

@GingerReads



[#critlib](#)



Tamar Evangelestia-Dougherty @evangelestia

Replying to @GingerReads

There first has to be a shared acknowledgement- among managers with the agency to truly create change- that the work culture is toxic. Without this self-awareness and shared acknowledgment any efforts to change the toxic culture may be siloed and met with much resistance.

3:14 AM · Dec 11, 2019



4



See Kristen wants you to VOTE's other Tweets



Kristen wants you to VOTE

@GingerReads



For realz! Fellow managers and directors, there is some important things from tonight. I'm using this time to reflect and learn. Always room for growth and improvement. [#critlib](#)



Maarja K. @ArchivesMaarja

Replying to @violetbfox and @GingerReads

Lurked the chat, some really good content!

3:15 AM · Dec 11, 2019



5



See Kristen wants you to VOTE's other Tweets



Gina "Wear a Mask, Don't Be Racist" Murrell

@GinaMurrell1



A1. A toxic work environment is one where you consistently feel defeated, instead of bolstered, by the work you do & the people you work with. Denial & resignation exist in place of real problem solving & effective communication. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q1: What is a toxic work environment? Is that a useful term? Why or why not? [#critlib](#)

3:16 AM · Dec 11, 2019



57



See Gina "Wear a Mask, Don't Be Racist" Murrell's other T...



Gina "Wear a Mask, Don't Be Racist" Murrell · Dec 11, 2019 

A1. A toxic work environment is one where you consistently feel defeated, instead of bolstered, by the work you do & the people you work with. Denial & resignation exist in place of real problem solving & effective communication. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q1: What is a toxic work environment? Is that a useful term? Why or why not? [#critlib](#)



Gina "Wear a Mask, Don't Be Racist" Murrell

@GinaMurrell1

A1.2 "Toxic" is a useful term because, ultimately, the entire organization becomes poisoned, affecting the health (mental & physical) of those who work within it. [#critlib](#)

3:20 AM · Dec 11, 2019



16



See Gina "Wear a Mask, Don't Be Racist" Murrell's other T...



Kristen wants you to VOTE

@GingerReads



BRB I'm going to text my boss and thank them for being awesome and supportive.... [#critlib](#)

3:24 AM · Dec 11, 2019



7



See Kristen wants you to VOTE's other Tweets



Gina "Wear a Mask, Don't Be Racist" Murrell

@GinaMurrell1



A2. Toxic work environments thwart efforts to dismantle oppression in libraries by not acknowledging that oppression exists, gaslighting those who say that oppression exists & allowing oppressive behaviors to go unchecked. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q2: How so toxic work environments impact efforts to dismantle oppression in libraries? [#critlib](#)

3:26 AM · Dec 11, 2019



10



See Gina "Wear a Mask, Don't Be Racist" Murrell's other T...



dolly
@loather



I don't normally participate in [#critlib](#) but they're playing my song tonight



Kristen wants you to VOTE @GingerReads

Q3: How can individuals cope with a toxic work environment? [#critlib](#)

3:29 AM · Dec 11, 2019



20



See dolly's other Tweets



dolly @loather · Dec 11, 2019



I don't normally participate in [#critlib](#) but they're playing my song tonight



Kristen wants you to VOTE @GingerReads

Q3: How can individuals cope with a toxic work environment?
[#critlib](#)



dolly
@loather

A toxic workplace is more likely to change you than you are to change it. Get out if you can. If you can't, use EAP, make allies, strengthen your coping skills, and remember: it's not your fault. [#critlib](#)

3:29 AM · Dec 11, 2019



85



See dolly's other Tweets



Gina "Wear a Mask, Don't Be Racist" Murrell
@GinaMurrell1



A3. If possible, find allies within a toxic work environment - but use caution if you're in an environment where employees are pitted against each other or indulge in petty jealousies. Have friends & an active life outside of work. And look for another job.
[#critlib](#)



Kristen wants you to VOTE @GingerReads

Q3: How can individuals cope with a toxic work environment? [#critlib](#)

3:33 AM · Dec 11, 2019



18



See Gina "Wear a Mask, Don't Be Racist" Murrell's other T...



Jennifer Taggart
@librarianjennt



Best mgt advice ever heard: Be the person where gossip stops. Let off steam w/ a library friend outside of your library. Never share things with a few dept members you wouldn't share w/ everyone. Your dept should always feel safe knowing they are being treated equally. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q6: What fundamental changes could be made to librarianship to prevent toxic work cultures from forming? [#critlib](#)

3:34 AM · Dec 11, 2019



34



See Jennifer Taggart's other Tweets



Kate Deibel
@metageeky



I keep forgetting about [#critlib](#) talks... bah

3:36 AM · Dec 11, 2019



See Kate Deibel's other Tweets



Carrie-on my Wade-ward son
@TheGnarrator



Culture devours strategy.

If your personal values conflict with institutional culture, gtfo. It's better for everyone. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q4: If you could offer advice to administrators/managers/leaders trying to shift a toxic work culture to be a positive one, what would you say? [#critlib](#)

3:38 AM · Dec 11, 2019



14



See Carrie-on my Wade-ward son's other Tweets



Gina "Wear a Mask, Don't Be Racist" Murrell

@GinaMurrell1



A4. My advice to administrators & managers is to take an honest look at your behavior & ask yourself what kind of energy are you bringing to the organization. And be intentional about & dedicated to bringing about real change. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q4: If you could offer advice to administrators/managers/leaders trying to shift a toxic work culture to be a positive one, what would you say? [#critlib](#)

3:39 AM · Dec 11, 2019



11



See Gina "Wear a Mask, Don't Be Racist" Murrell's other T...



Abby Deese

@absequitur



Oh hey, [#critlib](#) had some great and timely discussion tonight. Remember my post earlier about having to be your own advocate for career and life balance in a less healthy work environment? Check out the tag!



Kristen wants you to VOTE @GingerReads

Q3: How can individuals cope with a toxic work environment? [#critlib](#)

3:40 AM · Dec 11, 2019



4



See Abby Deese's other Tweets



end qualified immunity

@LibrarianAngie



Damn. I missed a good & relevant [#critlib](#) topic tonight.

MPOW's interim dean has a LOT of damage to repair from several crappy deans in a row. I think she's making good progress, but there's no simple or fast solution.



Kristen wants you to VOTE @GingerReads

Q4: If you could offer advice to administrators/managers/leaders trying to shift a toxic work culture to be a positive one, what would you say? [#critlib](#)

3:43 AM · Dec 11, 2019



2



See end qualified immunity's other Tweets



Gina "Wear a Mask, Don't Be Racist" Murrell

@GinaMurrell1



A5. My advice to non-managerial workers is don't feed into the dysfunction. Counteract negativity through affirmations, and care and respect for each other. Clearly communicate & be good listeners. Don't make excuses & practice accountability. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q5: If you could offer advice to non-managerial workers trying to shift a toxic work culture to a positive one, what would you say? [#critlib](#)

3:48 AM · Dec 11, 2019



45



See Gina "Wear a Mask, Don't Be Racist" Murrell's other T...



end qualified immunity

@LibrarianAngie



This question focuses on people in managerial positions, but if you have tenure, you should also consider yourself a leader. Use that protection for all it can handle, dammit. [#critlib](#)



Kristen wants you to VOTE @GingerReads

Q4: If you could offer advice to administrators/managers/leaders trying to shift a toxic work culture to be a positive one, what would you say? [#critlib](#)

3:55 AM · Dec 11, 2019



11



See end qualified immunity's other Tweets