

## **The Toxicity of Favoritism**

*A leader's guide to eradicating favoritism in the workplace*

### **Overview:**

Every day, employees enter their workplaces with the aim of contributing their skills and talents. However, favoritism is a silent destroyer of morale, productivity, and professional relationships too. While it may seem harmless on the surface, its long-term effects can be detrimental to both employees and the organization as a whole. When leaders consistently favor certain employees over others, it fosters resentment, demotivation, and an unhealthy work environment. Understanding the toxicity of favoritism is crucial in creating a workplace where all employees feel valued and have equal opportunities for success. When left unchecked, it can breed jealousy, animosity, and tension within teams, disrupting both collaboration and cohesion.

In this highly interactive workshop, participants explore the key factors that make favoritism toxic while also exploring a wide range of proven strategies for helping to eradicate favoritism in the workplace. Additionally, the program provides a meaningful framework for self-reflection and goal development.

### **Core Contents:**

- Creating a context – what is favoritism?
- Exploring the hidden dangers of favoritism
- Examining implicit biases
- Signs of favoritism in the workplace
- Taking your favoritism pulse – *Leadership Favoritism Survey*
- Six strategies for eliminating favoritism in the workplace
- Recognizing your team without showing favoritism
- Developing your road map for success

### **Learning Objectives:**

- Create consensus through a framework of understanding
- Examine the link between favoritism and employee engagement
- Explore the critical drivers of implicit bias
- Create a context for understanding examples of workplace favoritism
- Identify potential development needs
- Explore proven strategies for eradicating favoritism in the workplace
- Create a framework for employee recognition without favoritism
- Develop a game plan for applying program insights