



Ashly



- Psychological Effects: It triggers the same brain regions as physical pain (anterior cingulate cortex), causing immediate distress.
- Long-Term Consequences: Can lead to depression, anxiety, social anxiety, low self-esteem, and feelings of unworthiness.

How Ostracism Works in the Workplace
Workplace ostracism is often an "invisible" form of bullying. It works by systematically lowering a person's sense of belonging and self-worth.

- Reduced Productivity: It lowers employee morale, engagement, and job satisfaction.
- Consequence of Power Dynamics: Often used to isolate, weaken, or drive out individuals who do not conform.

Preventing and Combating Ostracism
Combating ostracism requires proactive efforts to build inclusion.

- Cultivate Inclusion: Leaders should develop supportive environments where all members feel valued.
- Open Communication: Address exclusion directly but constructively.
- Buddy System: Ensure new team members are welcomed and connected.
- Normalize Support: Encourage team



Message

