

# The Unusual Suspects

The pandemic is still casting a shadow over teamwork.  
But not in the ways you might expect.

The latest round of Atlassian’s ongoing research into the current state of team health revealed a few surprises.

Four of them, in fact.

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Whereas we expected to see a shift toward normalcy, instead we uncovered problems rooted in the pandemic that have only now begun to surface. Each of these poison pills can be traced to specific personas – saboteurs who don’t even realize the harm they’re causing!

Who’s who in this workplace who-done-it?  
Meet “The Unusual Suspects.”





# The Bad Apple

The reason 'no-@\$\$hole' policies were invented

**26%**

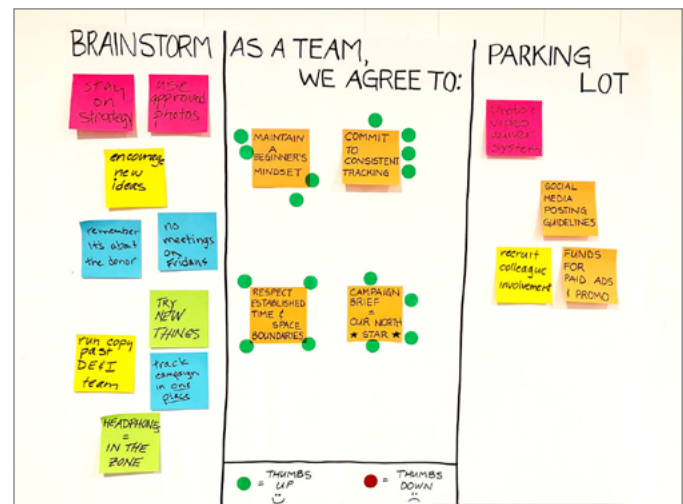
26% of workers report having a **bad apple** on their team, making them more likely to leave their organization.

## 🧠 THE BAD APPLE

The rumors are true: one bad apple really can spoil the whole bushel. (You know, the kind of person who pretends to play devil's advocate but really just derails everything.)

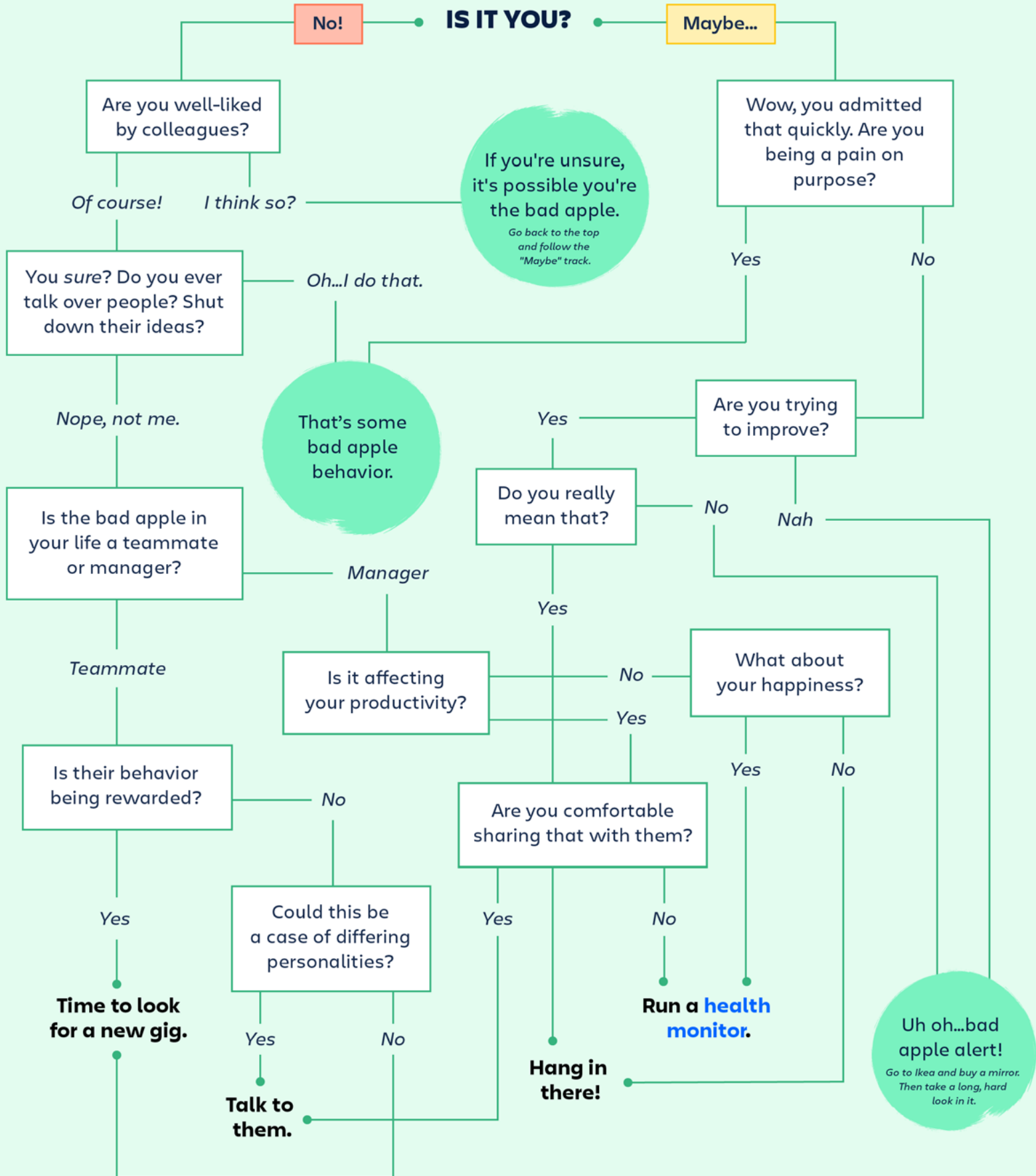
Our research revealed how toxic attitudes and behaviors degrade the team's culture and drag morale down to new lows. When this happens, high performers escape to greener pastures, leaving managers to contend with the lower-performing left-overs. Even worse, the *manager* might be the bad apple, as 14% of respondents reported.

Don't let your team suffer its own "Great Resignation." Take preventative action today. First, use the handy flowchart on the next page to determine whether you might be the bad apple. Next, carve out an hour with your team to collaboratively **create a set of agreements** around how you communicate, celebrate, and self-organize. Defining what teammates expect of each other creates a more cohesive team and helps prevent rot from creeping in.





# The Bad Apple





# The Human Torch

*Burns bright, then quietly burns out*

**28%**

Just when you think work-life balance is back, **burnout rates** are up from six months ago, with 28% of workers now reporting symptoms.

## THE HUMAN TORCH

Workers are still struggling, even if they're not talking about it anymore. They're facing persistent stressors like longer working hours and pandemic-induced anxiety – not to mention unintentional mixed messages from their managers.

Well-meaning leaders might talk about preventing burnout and protecting work-life balance, then (oops!) send signals suggesting they still expect people to respond to emails on the weekend.

If you're serious about your team's well-being, take time out to **understand how the changes of the past two years** have affected their responsibilities outside of work and their social support networks.

Then, help them **design their ideal workweek**. What's the right mix of time in the office vs. working from home?

Home office	Role requirements	Support networks
<p>Mark the section that best represents you (H1, H2, H3, H4) and reflect on why.</p> <p>LOTS OF PRIVACY + ONLY FEELS TO LOVE AFTER!</p>	<p>Mark the section that best represents you (R1, R2, R3, R4) and reflect on why.</p> <p>LOTS OF AM-TO-PM COLLABORATION + ALL ABOUT BUILDING RELATIONSHIPS</p>	<p>Mark the section that best represents you (N1, N2, N3, N4) and reflect on why.</p> <p>OH MY GIG ANXIETY IS SO IT STILL FEELS LIKE I'M OVERCOMING!</p>

How can they balance real-time collaboration with teammates vs. heads-down time to focus? Look for a blend that optimizes for maximum energy and “flow.”





# The Flight Risk

And like that... \*poof!\* they're gone

**28%**

28% of leaders admit they've **considered quitting** in the past three months.

## THE FLIGHT RISK

The pandemic threw everything up in the air and somehow, managers managed to stick the landing. Fast forward to today, many of the leaders who guided us through are exhausted.

Their work-life balance is out of whack. They feel under-appreciated and are less engaged in their work. What's more, their teams are starting to notice, creating an atmosphere of unease that can significantly degrade morale.

Sound familiar? There's hope.

Being at peace in your role will give your team peace of mind. So before you make a break for the exit, invest in a bit of self-care. **Reflect on what you love, loathe, learn, and long for as a leader.**

And if your daily schedule is stressing you out, **run a meeting audit** with your team to see what you can change or eliminate altogether.

