

The Unusual Suspects

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

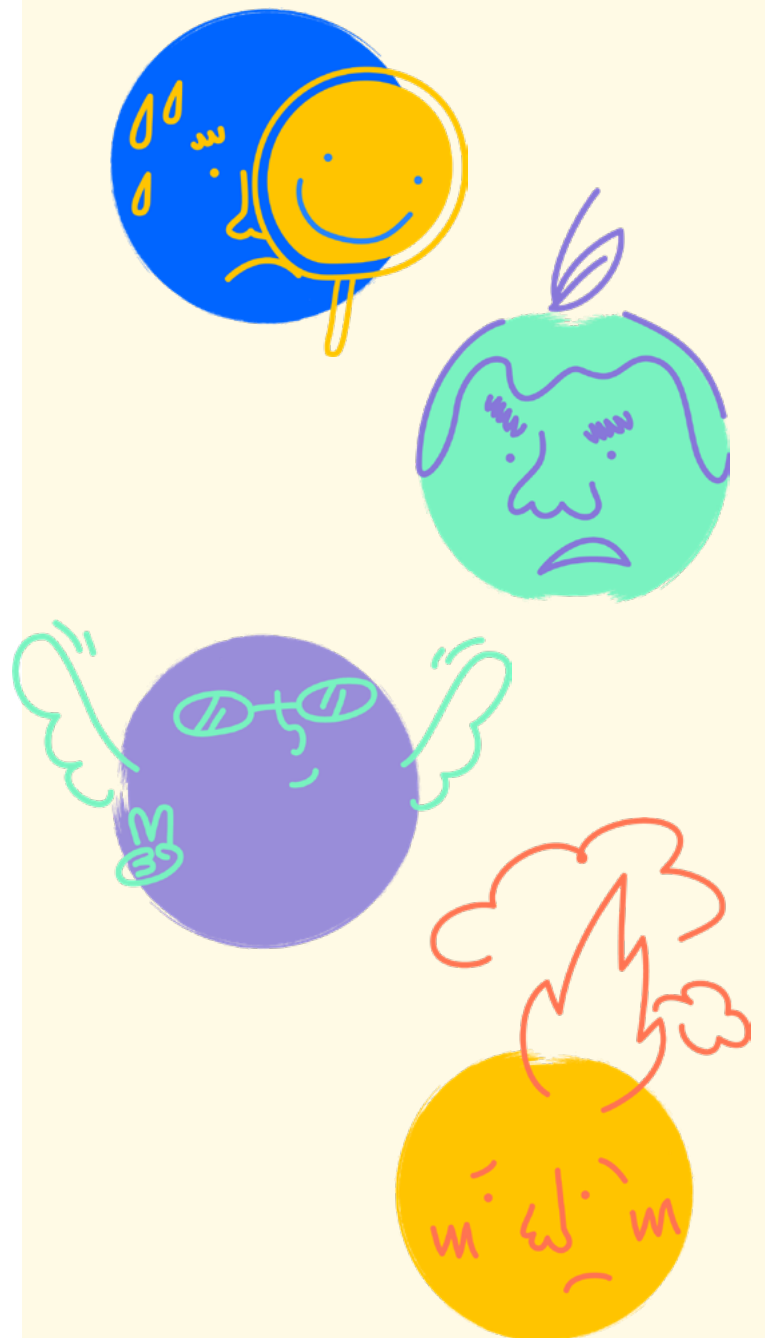
The latest round of Atlassian's ongoing research into the current state of team health revealed a few surprises.

Four of them, in fact.

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."

UNUSUAL SUSPECTS • UNUSUAL SUSPECTS • UNUSUAL SUSPECTS





The Bad Apple

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

26%

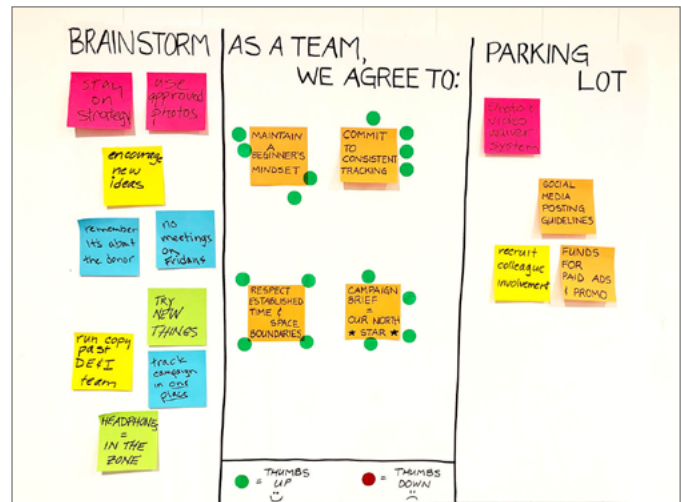
26% of workers report having a **bad apple** on their team, making them more likely to leave their organization.

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.)

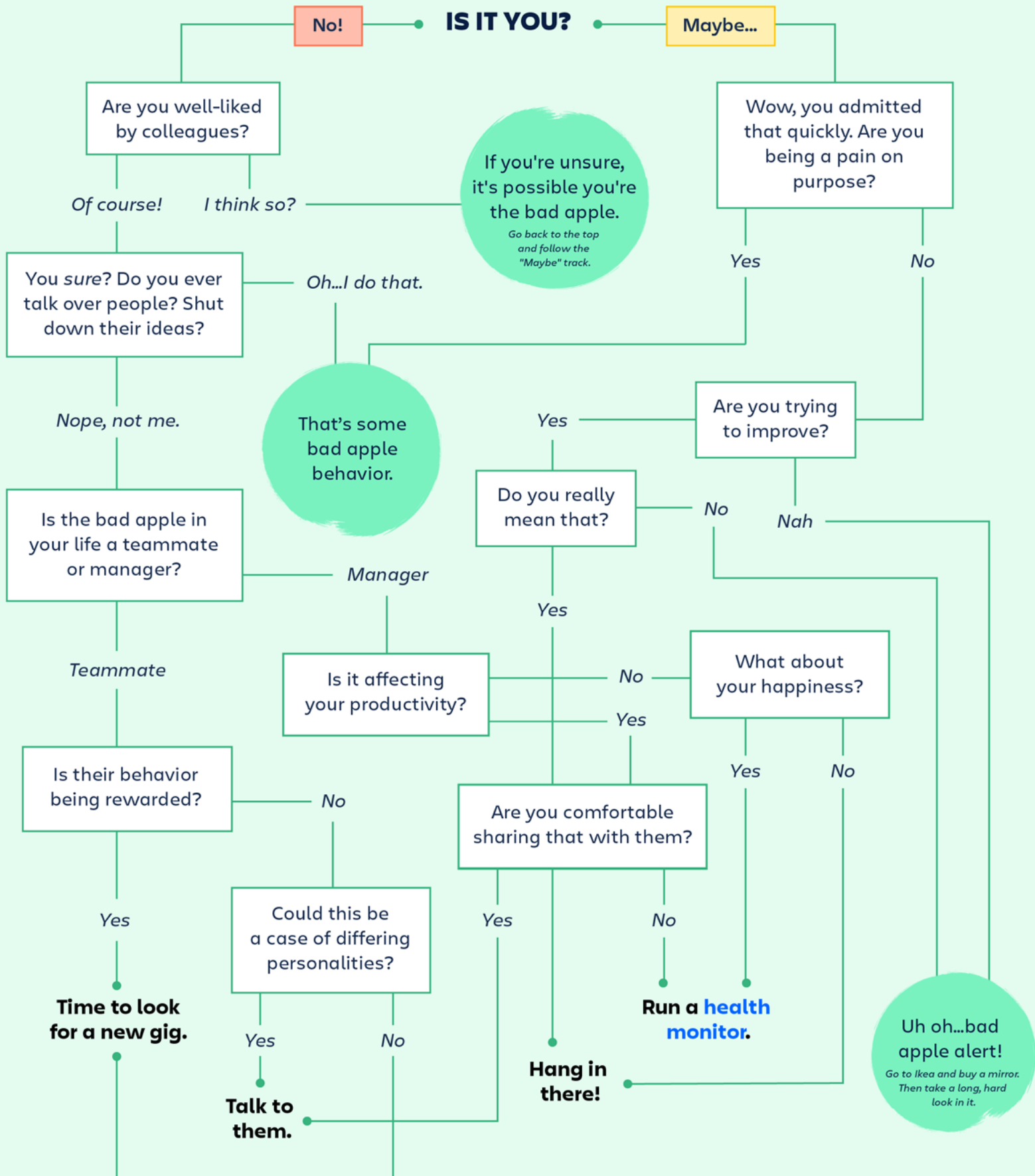
Our research revealed how toxic attitudes and behaviors degrade the team's culture and drag morale down to new lows. When this happens, high performers escape to greener pastures, leaving managers to contend with the lower-performing left-overs. Even worse, the *manager* might be the bad apple, as 14%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

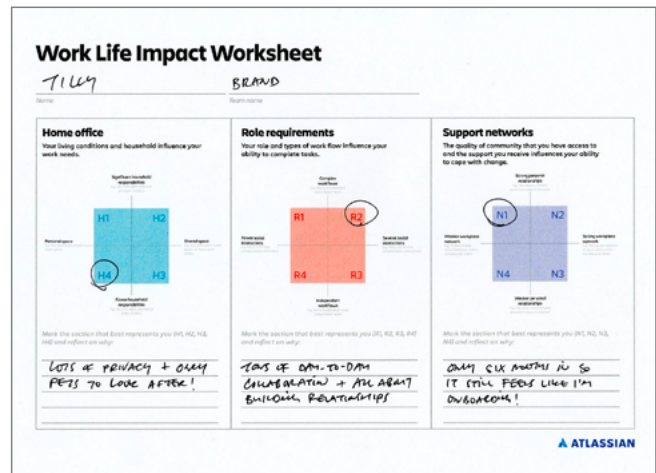
THE HUMAN TORCH

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?



Work Life Impact Worksheet

Name: TILLY Team name: BRAND

Home office
Your living conditions and household influence your work needs.

Workplace
H1 H2
H3 H4
Home office
Mark the section that best represents you (H1, H2, H3, H4) and reflect on why:
LOTS OF PRIVACY + ONLY FEELS TO LOVE AFTER!

Role requirements
Your role and types of work flow influence your ability to complete tasks.

Workplace
R1 R2
R3 R4
Home office
Mark the section that best represents you (R1, R2, R3, R4) and reflect on why:
TONS OF 9AM-5PM COLLABORATION + ALL ABOUT BUILDING RELATIONSHIPS

Support networks
The quality of community that you have access to and the support you receive influences your ability to cope with change.

Workplace
N1 N2
N3 N4
Home office
Mark the section that best represents you (N1, N2, N3, N4) and reflect on why:
ONLY CUX ANOMU IN SO IT STILL FEELS LIKE I'M OVERSICOM!

ATLASSIAN

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

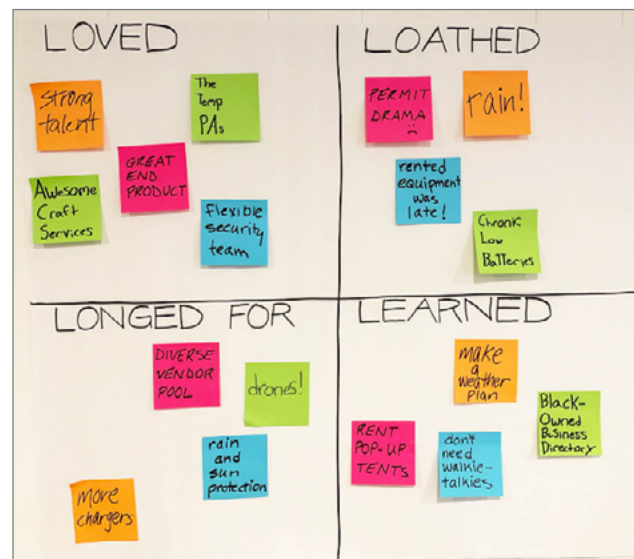
The pandemic threw everything up in the air and somehow, managers managed to stick the landing. Fast forward to today, many of the leaders who guided us through are exhausted.

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.





The False Positive

Goes along to get along, even when it's all wrong

9%

Members of highly connected teams consider their teams **9% less likely** to come up with fresh ideas.

↓ THE FALSE POSITIVE

We did it! We overcame physical separation and formed deep connections with our teammates! But an unexpected consequence has emerged: some team members are confusing cohesion with conformity.

They're all smiles and nods on the outside because they don't want to rock the boat. But on the inside, they have dissenting opinions and alternative ideas they're not voicing.

Without a team culture that allows for respectful disagreement, you're not getting the most (or best!) out of your team. You can encourage healthy debate by **sparring on work that's in progress**. Whether it's a piece of code or a press release, make a habit of getting together to make your team's work even better before moving items to the "done" column.

