

The cost of Shadow Behaviour

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WHAT IS SHADOW BEHAVIOUR AND WHY IS IT SO DAMAGING?

Shadow Behaviour - put simply - is a negative, and often automatic, unintentional and unconscious, response to events, people and situations.

Different people exhibit different Shadow Behaviours and according to independent research these problems carry a huge cost.

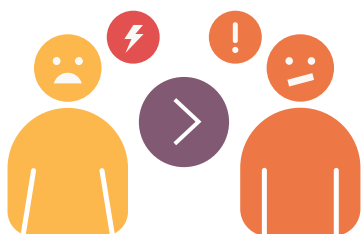


42%

OF A MANAGER'S
TIME IS SPENT
ADDRESSING
SHADOW BEHAVIOUR
IN THE WORKPLACE



EXTREME **SHADOW BEHAVIOUR**
FROM MANAGERS INCREASES
EMPLOYEE'S RISK OF SERIOUS
HEALTH PROBLEMS BY **38%**



94% OF PEOPLE ON
THE RECEIVING END OF
SHADOW BEHAVIOUR
VOW TO "**GET EVEN**"
WITH THE OFFENDER



88% OF PEOPLE ON
THE RECEIVING END OF
SHADOW BEHAVIOUR
VOW TO "**GET EVEN**"
WITH THE ORGANISATION



96%

OF PEOPLE
HAVE EXPERIENCED
SHADOW BEHAVIOUR
AT WORK

MORE THAN

36%

OF PERFORMANCE
PROBLEMS ARE
A RESULT OF
SHADOW BEHAVIOUR



WAY OUT

UP TO **90%**
OF INVOLUNTARY
DISMISSALS ARE A RESULT
OF **SHADOW BEHAVIOUR**

IN A SURVEY OF OVER
A MILLION EMPLOYEES
IT WAS FOUND PEOPLE
PRIMARILY LEAVE JOBS
BECAUSE OF THEIR
LEADERS, NOT BECAUSE
OF PAY OR PERKS

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