# Toxic management exposed as employee penalised for 15-minute delay



An alarming encounter between an employee and his boss has highlighted the potential for workplace toxicity, stemming from something as minor as being 15 minutes late. Jesse, the employee in question, found himself at the receiving end of harsh reprimands and unreasonable demands from his manager, Terry, suggesting a troubling pattern of behaviour that can often permeate corporate environments.

Jesse’s day began like many others, but a heavy traffic situation delayed his arrival at work. In a bid to inform his colleagues, he messaged the team to explain the delay. However, Terry’s immediate response was a harsh reprimand: “You’re 15 minutes late. This is the second time this week. What’s your excuse now?” This reaction not only escalated Jesse's stress but laid bare a larger issue of managerial expectations and employee treatment.

The nature of Terry's response is indicative of problematic management styles often labelled as "toxic." Such managers frequently exhibit micromanagement tendencies, lack of empathy, and unreasonable demands, breaching the boundaries of acceptable professional interaction. By assigning Jesse an extensive report due the next day—a task that typically requires several days to complete—Terry exacerbated the pressure on his employee, transforming a minor infraction into a major incident that could impact Jesse’s career progression.

Even more concerning is Terry's clear dismissal of Jesse’s valid concerns regarding the unrealistic deadline. Instead of adopting a more constructive approach, such as discussing healthy boundaries around performance expectations, Terry opted for intimidation, warning Jesse that failing to meet the deadline could jeopardise his job. Notably, experts emphasise that effective leadership involves fostering an environment of clear communication and respect, rather than instilling fear.

Chris Donnelly, a British career expert, voiced his disapproval of Terry’s management style, pointing out that true leadership does not require the assertion, "I am the boss." In a healthy work environment, employees should feel valued and supported, even when they make mistakes, rather than threatened or demoralised. This narrative underscores a shift in workplace culture, where the focus is increasingly on respect and teamwork, rather than rigid hierarchy and control.

As Jesse stood his ground, documenting his discussions with Terry and ultimately escalating the situation to HR, he demonstrated an important principle: advocating for oneself in the face of unwarranted aggression. His email to HR articulated an important sentiment—that a supportive workplace culture should promote respect and professionalism over fear and intimidation.

Formal complaint processes, such as the one Jesse undertook, are crucial in addressing not just the actions of individual managers, but also the systemic issues that allow such behaviours to thrive. Experts suggest that organisations must develop frameworks for addressing employee concerns, including structured disciplinary processes and transparent communication channels.

Ultimately, this incident serves as a stark reminder of the importance of addressing toxic managerial behaviours within organisations. The narrative is a call to action for both employees and HR departments to create proactive strategies for fostering a respectful and supportive workplace, where individuals can thrive without the looming threat of unreasonable demands.

Equipped with knowledge and support, organisations can build a culture that prioritises not only productivity but also the well-being of their employees. This approach not only benefits individual employees but ultimately fosters a robust and resilient organisational culture.

### Reference Map

1. Paragraph 1: 1, 4
2. Paragraph 2: 1, 6
3. Paragraph 3: 1, 5
4. Paragraph 4: 1, 6
5. Paragraph 5: 1, 4
6. Paragraph 6: 1, 2
7. Paragraph 7: 1, 3
8. Paragraph 8: 1, 7

Source: [Noah Wire Services](https://www.noahwire.com)

## Bibliography

1. <https://www.dailymail.co.uk/femail/article-14725637/Jesse-running-15-minutes-late-work-boss-said-fear-job.html?ns_mchannel=rss&ns_campaign=1490&ito=1490> - Please view link - unable to able to access data
2. <https://www.buzztime.com/business/15-boss-moves-for-handling-unreliable-employees/> - This article provides strategies for managers to address employee tardiness, including implementing a three-strike policy, utilizing clock-in software, and conducting regular kick-off meetings. It emphasizes the importance of clear communication and consistent enforcement of policies to maintain productivity and morale.
3. <https://www.franchise.org/franchise-information/how-to-deal-with-an-employee-who-is-habitually-late> - This resource outlines steps for managing habitual lateness among employees, such as setting clear expectations, documenting violations, and using a formal discipline process. It also highlights the need to recognize larger workplace issues that may contribute to tardiness.
4. <https://money.usnews.com/careers/articles/how-to-handle-a-toxic-boss> - This article discusses signs of a toxic boss, including micromanagement, lack of boundaries, dismissiveness, unfair treatment, inconsistent behavior, and blame shifting. It offers guidance on how to handle such situations to maintain a healthy work environment.
5. <https://thriverr.app/blog/toxic-boss> - This blog post identifies traits and behaviors of toxic bosses, such as unreasonable demands, micromanagement, and inconsistent behavior. It provides insights into recognizing these signs and coping strategies to protect one's well-being and career trajectory.
6. <https://www.verywellmind.com/red-flags-of-a-toxic-boss-8665822> - This article highlights seven signs of a toxic boss, including constant criticism, taking credit for others' work, lack of respect, micromanagement, playing favorites, and not listening to feedback. It discusses the impact of these behaviors on employees and offers coping strategies.
7. <https://www.shiftbase.com/blog/dealing-with-employees-late-for-work> - This blog provides actionable strategies for managers to address habitual tardiness, emphasizing the importance of clear communication, empathy, and firmness. It discusses the impact of lateness on team dynamics and offers solutions to foster a culture of punctuality.