



Backbiting – Socrates and the triple filter test

This activity is adapted from a TED talk by Glenn D. Rolfsen

How to start changing an unhealthy work environment

<https://www.youtube.com/watch?v=eYLb7WUtYt8>

Fighting backbiting in the workplace

1. Gather your group or team together
2. Ask them whether they think backbiting takes place there
3. Define backbiting using the triple filter test:

Is it true?

Is it kind or good?

Is it useful or necessary?

1. Then ask if they would you like to work in a place where there is no backbiting
2. On a flip board write NO BACK BITING WILL TAKE PLACE HERE and then **get everyone to sign it**
3. Place the signed statement in a prominent position
4. Explain that you will keep the statement there for six months, and that you will check on progress every week (or at least at regular intervals) to see how the group is doing.

The key to this is getting the group to commit to it by signing the statement, and then monitoring progress through the six months.

This has been used by a large number of organisations and it is reported that it has changed the working environment considerably.