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In work teams there is an increasing emphasis on a psychological culture, and the figure on which it focuses is the manager. The main elements of psychological culture are self-knowledge, knowledge of people, communication skills, the ability to direct their behavior and emotions in relation to employees, ensuring a favorable social and psychological climate in the workplace. The question arises, "whether the efforts always bring the desired results?" However, regardless of the manager's efforts to establish a psychological culture, a common problem is the toxic relationships between employees. In this article, the author intends to analyse the working groups, the type of relationships in the working groups, the causes of toxic relationships at work and the prevention of their occurrence.