



# Managing Toxic Relationships

With Georgia

# Q&A Session

## Managing Toxic Relationships with Georgia

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All relationships require to be worked on. How do you know a relationship is toxic?

A friend has personal issues and is very negative to be around, I feel bad needing space?

My family stopped talking to me like they used to because I stopped doing stuff for them, what do I do?

My mum favours my older sibling, she believes them over me. Even when facts are shown that they've lied.

What would you define as a 'toxic relationship'?

How do you set boundaries with toxic family?

How do you deal with a difficult manager that has toxic traits to you and others?

What is the best way to say no to a toxic parent?

If your partner goes through your phone but denies it, how do you prove it?

How do you know if you're in a toxic relationship?



Can you be in a toxic relationship even if they're not your boyfriend?

How can I get out of a toxic relationship?

How to best confront a toxic person?

What kinds of toxic relationships are there?

Why do people treat us so badly?

What is gaslighting?

What signs would you look for to know that you're in a toxic relationship?

Do toxic friendships and toxic relationships have different signs?

What are red flags to look for in a relationship?

How to deal with a toxic colleague who is in a higher position?

## **All relationships require to be worked on. How do you know a relationship is toxic?**

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Healthy relationships are all about communications, being listened to, heard and respected. Apologies without a behaviour change are just manipulation. It's important that as you continue to navigate difficult situations in your relationship the communication is open, honest, safe and fair.

## **A friend has personal issues and is very negative to be around, I feel bad needing space?**

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It's important that you are always checking in with yourself and monitoring how interactions leave you feeling. If you are needing space from your friend, it is important that you meet this need. You cannot pour from an empty cup just like you cannot support your friend if you're feeling drained.

## **My family stopped talking to me like they used to because I stopped doing stuff for them, what do I do?**

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It sounds like you have implemented some boundaries with your loved ones in order to protect your wellbeing and energy. People who are not used to us having boundaries often feel healthy boundaries are a negative thing. Keep on looking after yourself, you cannot control how others choose to respond or behave.

## **My mum favours my older sibling, she believes them over me. Even when facts are shown that they've lied.**

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Sibling favour can be a common tactic within unhealthy family unit relationships. It's important that you look after yourself and maintain fair and healthy boundaries. It is not your job to prove your worth or truth, I would suggest limiting the amount of energy you give to this cycle.



**BACK TO QUESTIONS**



## **What would you define as a ‘toxic relationship’?**

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A toxic relationship can be defined as a relationship built on lies, gaslighting, manipulation, intimidation, threats, aggression and violence.

In a healthy relationship you should feel free and safe at ALL times and able to discuss anything without fear of repercussions.

## **How do you set boundaries with toxic family?**

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Step into your ‘adult’ role at all times and refuse to meet family members on any other level.

It is okay to leave situations and gatherings if they become harmful to you.

It is also OK to stop communication altogether with toxic family members. It is important to remember that just because you are related to someone does not entitle them to your time and energy.

## **How do you deal with a difficult manager that has toxic traits to you and others?**

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It is important in situations where toxic individuals have access to you through something such as work, that you restrict the time and energy you give to this person.

Maintain firm boundaries, for example only communicate within work hours - do not let this individual contact you outside of work hours, ensure everything discussed is followed up in email to ensure there is a paper trail and do not let them define your worth or confidence within the workplace.

## **What’s the best way to say no to a toxic parent?**

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It would be to simply say ‘no’ - you do not owe them an explanation for your choice, however they most likely will continue to test your new boundary.

So consistency is key here, once you’ve said ‘no’ you will need to keep repeating this.



**BACK TO QUESTIONS**

## **If your partner goes through your phone but denies it, how do you prove it?**

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Ultimately, you may never be able to prove this, if they continue to deny this you cannot force them to tell the truth. However, what is important here is that you have a sense they're lying, a sense of mid-trust.

It is worth exploring this, you deserve a relationship built on trust.

## **How do you know if you're in a toxic relationship?**

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Toxic relationships are usually slow growing, love bombing can happen at the start - over the top, intense feelings of whirlwind love to ensure you are invested. From this point your boundaries will slowly be tested and worn down. You may feel like you can never be right, you may feel like arguments always end with you apologising for something the other person has done.

You may experience high levels of anxiety, stress, struggle sleeping, eating, low self-esteem and low confidence. You may experience an over-dependance on your partner and become isolated from friends and family.

## **Can you be in a toxic relationship even if they're not your boyfriend?**

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Yes, toxic relationships are not defined by labels. In fact, not labelling a situation can be part of the manipulation. Furthermore, you can experience a toxic relationship with friends, colleagues, family etc. They are not just reserved for romantic situations.

## **How can I get out of a toxic relationship?**

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It is really important that you speak to someone and tell them how you are feeling. Toxic relationships work through isolation, because with a support network you're strong and able to leave. Tell a friend, family member or someone you trust. Plan how you can leave e.g. packing when they are not there and organising to stay with a friend or family member. You will most likely need to cut contact from a toxic ex as they will continue to manipulate you via social media and your phone. Services such as Women's Aid or ManKind or and your local Women's centre are a great resource to contact if you need to leave a toxic situation.



**BACK TO QUESTIONS**

## How to best confront a toxic person?

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This is an area to tread carefully, toxicity ranges from verbal and emotional manipulation right up to physical or sexual violence. Do not confront an individual alone and/or if they have any previous history of violence or aggression. I would also advise only confronting a toxic person once, if following this their behaviour does not change and they continue with harmful behaviours. It is not your job or role to give time anymore of your time or energy.

## What kind of toxic relationships are there?

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Toxic relationships can occur in any situation where individuals have any kind of relationship and constant interaction. This can be work, in romantic relationships, in families, in friendships etc.

## Why do people treat us so badly?

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Often abusers have been abused or manipulated themselves, they have no blueprint to get their needs met other than to cause harm, control and manipulate themselves. That being said, it is not your job to change them, support them or feel sorry for them. They are adults who must take responsibility for their own thoughts, behaviour and personal growth.

## What is gaslighting?

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Gaslighting can be defines by undermining someone's reality by denying facts, their thoughts and feelings and denying the environment they find themselves in. It can be simple as saying 'that didn't happen' to something that you just witnessed. The long-term effects of this would be feeling unhinged and beginning to doubt your loved experience in the world.



**BACK TO QUESTIONS**

## What signs would you look for to know you're in a toxic relationship?

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Anything that signalled a lack of respect, no matter how small. Whether that is a smirk at something you care about, or a negative comment about you or your appearance.

Someone who does not follow through with arrangements or promises, someone who manages to turn any situation into your fault.

These are all early signs that an individual does not care about you or your well-being.

## Do toxic friendships and toxic relationships have different signs?

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Yes and no. They will both follow a similar pattern of 'love bombing', then gradual boundary testing.

However, love bombing in romantic relationships centre around physical and intimate relationships. Friendship 'love bombing' may centre around gifting, favouritism, making you feel like you're special for being chosen to be a friend.

The mistreatment that follows can still follow similar patterns of isolation leaving no pace for your thoughts or feelings and cancelling plans or not upholding promises.

## What are red flags to look for in a relationship?

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Lack of communication, controlling or jealous behaviour, extreme emotional reactions, bad relationships with family or friends, gaslighting, alcohol or substance misuse.

## How to deal with a toxic colleague who is in a higher position?

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Remember, don't talk their actions or words personally, seek clarity preferably via email, try to have candid conversations, continued self-reflection and assessment of your own values, focus on helping and not judging, remain in control of your reactions and remain professional, set boundaries, create a paper trail for everything and if necessary, avoid them as much as possible.



**BACK TO QUESTIONS**





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