



# TOXIC JOB SURVIVAL

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Become Unbothered  
When You Can't Quit

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# Introduction

You didn't sign up for this. But here's the system you're inside.

You wish you could walk in and quit your job tomorrow. You daydream about it. You imagine exactly what you're going to say when you do it. You are ready to be done with the place. But you also live in reality. You can't walk in and hand in your resignation tomorrow, no matter how badly you want to.

Over the last few years, I've worked with thousands of people who have been in toxic jobs. Like you, most of them were still in it. So I know all too well that the conventional wisdom of 'just quit' is ideal, but it isn't practical for everyone. The most common reason for staying is financial. You have bills to pay and need to keep those paychecks coming. The job market is going through a massive disruption, and job searches are taking longer than before. You can't quit until you have secured a new job. This is the reality for most Americans.

Of course, there are many other reasons for staying. Here are just a few of the perfectly rational reasons to stay:

- You are close to pension eligibility and quitting it would mean you couldn't retire.
- You have location constraints. There are limited opportunities where you live and you are not able to relocate.
- You are shackled by the golden handcuffs. Your job is toxic, but you're a top percentile earner in your industry, so leaving without taking a pay cut is almost impossible.
- You have to stay for certification or education purposes.
- You need to maintain your health insurance.
- The work setting itself is ideal and hard to replicate, such as you work from home and most job postings are in the office.
- You have been with the company long enough to have the flexibility you need as a parent or caretaker.
- You are waiting for your equity will vest..
- Your education or student loans will be fully reimbursed if you stay for a certain amount of time.

These are just some of the reasons. Your reason might not be on there, or it may be a combination. No matter your reason, you have made a rational decision. Leaving a toxic work environment comes at a cost. So does staying. Right now, the math is on the side of staying.

But that doesn't resolve the cost of staying in a toxic job. Toxic workplaces are consuming. The first thought in your mind when you wake up is the dread of going to work. You have anxiety on the way, whether that's a commute or settling into your home office. You walk on eggshells all day. When you logout for the day, it follows you home. It's the ghost at the dinner table, the reason why you're Netflix and Disassociating instead of plotting your escape, and why you are tossing and turning at night.

I need to be clear: The Toxic Job Survival Guide is not going to give you a magic wand that will make your job non-toxic. Not only is that not possible (if it was, I'd be throwing wands at you), it's not your problem to fix. Instead, the first goal of this guide is harm reduction. You have naturally tried to reduce harm, because your brain will do anything to avoid pain. The thing is, the adaptations most people default to in a toxic workplace

don't actually mitigate harm: they make you a bigger target. When you follow everything set out in this guide, you're not going to be a target. You're going to be a problem.

The second goal, and the one that is crucial to surviving a toxic work environment is to become unbothered by it. Right now, you probably have coworkers who agree that the workplace is awful, but they are not experiencing toxicity. They aren't experiencing the harm you are. They are not being impacted as deeply. There is a reason for that, and you're going to use it to your benefit.

The first chapter will expose the toxic workplace system and why smart people like you get trapped in it. The more aware you are of it, the less you will internalize or normalize it, which is imperative for harm reduction.

Then you'll learn the Stay-and-Win Framework™. This is a simple 7-step system to navigate a toxic workplace as unbothered as possible. The seven steps each have their own chapter. The most important thing you will do with this book is put it into practice. So you won't just be reading. Along the way, . you will be completing your survival plan, so that by the end of this guidebook, you will have the tools, tactics, and mindset you need.

The real way to win in a toxic workplace isn't to outmaneuver or outsmart toxic players. It's to not give a f\*ck about them. To not let them occupy any cognitive space. To make them irrelevant. That is exactly what you are about to do, and I am so excited for you.

## Check Yourself

The enemy of toxic workplace survival is procrastination. Your job drains you every day, and following even simple systems like the Stay-and-Win Framework™ can feel impossible, unless you have connected to your internal motivation. Fill in these questions, and turn back to them any time you need motivation to turn the page.

