

Coaching

I don't need COACHING...but I know someone who does!

- One of the top reasons people leave their job is because of conflict with a co-worker or boss. Sound familiar????
- During a recent exit interview an employee said to the Human Resources Director: "You couldn't pay me enough to work for that person!" Many people spend over forty hours a week working. The majority of those people enjoy their work, but are having significant conflicts with co-workers, supervisors, or subordinates. In "Clashing Co-workers", Kathryn Schear discusses this workplace phenomena.

Do you need coaching to help resolve a significant workplace conflict? Look at the following list and if you answer yes to two or three of these questions, you may want to consider short-term coaching.

- Are you hearing rumors about your interactions with others and is the gossip negative?
- Do you have a reputation for being a negative manager?
- Are you managing or talking with others in a way that makes you feel dissatisfied afterwards, but don't know how to change your way of communicating?
- Are you starting to believe your job is in jeopardy because of your way of interacting with others?
- Are your performance evaluations positive about your technical skills, but negative about your people skills?
- Do you always think you're handling situations well, but others believe that you need to make some changes in the way you work with your co-workers and the people you manage?

You may consider a few sessions with a coach to better understand how your professional style of communicating is sabotaging your professional advancement.

Kathryn has worked with hundreds of employees having workplace conflict that is interfering with their own and others' productivity and morale.

She can work with employees and management to assess how individual working styles get in the way of effectively working with and managing others.

Sometimes employees aren't effectively working with their co-workers or managing their staff, but simply don't know how to change their behaviors.

Coaching doesn't need to be a long term commitment, but you may want to consider this pragmatic means of improving your workplace productivity.

Contact Kathryn Schear at Work it Out Dispute Resolution Services.

Kathryn has a M.A. in Conflict Resolution, and is a former EEOC mediator, who has mediated over 500 workplace disputes.