

Team Building

I love my job but the way our group is working is problematic because…..

- One member of the group is not a team player
 - One member of the group is simply too difficult to work with
 - Our supervisor is a micro-manager and won’t back off despite being told to do so by several people
 - One team member blames the others for things that are being said, and refuses to take any responsibility for his/her own behavior
- If any of these behavior patterns sound familiar, you may want help getting your team back on course.

A team is as effective as its members. Although it may appear that “one” individual is the cause of the problem, others are probably also contributing to the current state of the team’s effectiveness.

People become very skilled at rationalizing their behavior of not dealing directly with others. It’s easier to go behind someone’s back, talk to a supervisor, or deny the importance of an incident by saying: “I don’t want to hurt someone’s feelings” “the other person will misinterpret what I say” “the other person won’t be receptive” or “it will put our relationship at risk,” and finally if I speak up, “I will become open to retaliation or counterattack.”

Work it Out Dispute Resolution Services has worked with teams helping the individuals better understand what is not working in their daily communications, helping people learn ways of communicating their concerns in ways that can be heard by others without leading to defensiveness, and helping co-workers and supervisors get unstuck from unhealthy work patterns.

Kathryn has worked with teams to help its members take the mass of issues and separate them into parts and start working more effectively and respectfully with one another. In order to shift from destructive ways of communicating, people need help to see what they are contributing to the conflict and learn from others ways they may be coming across that may be leading to misunderstandings and conflict.

Contact Kathryn Shear 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.