

Putting the Fun Back in Your Dysfunctional Workplace

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Learning Objectives

- ▶ Identify common workplace issues that disrupt job focus
- ▶ Recognize the signs of a dysfunctional team
- ▶ Learn the 7 A's of positive behavior and values in the workplace



Am I the Only Sane One Working Here?



What Disrupts Job Focus?

- Communication
- Processes
- People



Communication is the Key



- › CLEAR
- › CONCISE
- › CONCRETE
- › CORRECT
- › COHERENT
- › COMPLETE
- › COURTEOUS

Processes



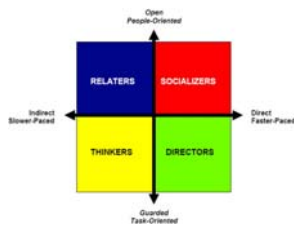
GOOD
BAD
UGLY

People



Personality Types

- ▶ Thinkers
- ▶ Directors
- ▶ Socializers
- ▶ Relaters



Thinker

This individual has a closed, personal style and is analytical in their approach.



Thinkers take a while to feel comfortable with others, and tend to take longer to reveal information about themselves.

Director

Aggressive, competitive nature- very independent

Places emphasis on results

Has little concern for relationships

Does not share feelings

Fast paced and decisive



Socializer

Prefers to interact with others rather than work alone.

Socializers have a fast paced, aggressive communication style.



Relater



- ▶ Warm
- ▶ Friendly
- ▶ Works at a slower pace
- ▶ Good Listener
- ▶ Great team player
- ▶ Cooperative
- ▶ Relationship-oriented

Signs and Traits of Dysfunctional Teams

- ▶ Disorganization
- ▶ Poor Leadership
- ▶ Too Many Leaders
- ▶ Lack of Commitment
- ▶ Employee Performance
- ▶ Stress



Disorganization

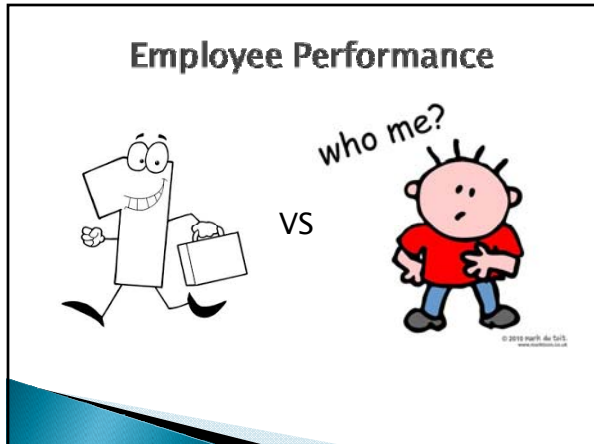


Poor Leadership










Stress



A cartoon illustration of a man with a wide-eyed, stressed expression, shouting. A large, bold, bubbly text bubble above him says "OVERLOAD!". The man is wearing a suit and tie.

Cure Dysfunctional Behavior with...



- ▶ **Clear Communication**
Make expectations impossible to misunderstand
- ▶ **Consistency**
Zero tolerance policy for dysfunctional behaviors
- ▶ **Consequences**
Follow disciplinary policy

A Game-7 Values

- ▶ Attitude
- ▶ Attendance
- ▶ Appearance
- ▶ Ambition
- ▶ Accountability
- ▶ Acceptance
- ▶ Appreciation



A 3D rendered white figure in a suit, standing next to a large, glowing yellow star. The figure has one arm raised in a celebratory gesture.



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Questions?





Contact us!

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