



HANDLING CONFLICT IN THE WORKPLACE

I have a new employee who seems to challenge my decisions at every turn. This is complicated by a schedule allowing him to work from home 2 out of 5 days related to our Covid-19 protocol. The chemistry between us just isn't right. I fear future conflicts could be major and devastating. Can the EAP help?

"The most powerful
leadership tool you
have is your own
personal example."

John Wooden

Your description of "bad chemistry" is an excellent reason to use your EAP! 'Bad chemistry' is not a mysterious or unusual occurrence. Personality differences influence communication. What is said, what is heard is always complicated by facial expression and body language. Both message sent and message received must be processed by individuals with intensely different approaches. Reduced opportunity for face-to-face interaction is an additional complication to the hard work of crossing over to a style very different from your own.

All of the above exists and we have not even mentioned "trust!"

Trust is crucial to productivity and positive teaming. Low trust means you may be inclined to micromanage this employee's work, give less positive feedback, find yourself naturally resistant to suggestions, fail to be positive about their contributions & avoid inviting this person to important meetings.

Using a counselor at your EAP makes perfect sense. Be straight-forward and ask the EAP specialist to provide coaching. You are facing the real-time problems related to this situation and the differences between you and him. You are on the right path; you already acknowledge the difficulty and are willing to seek coaching!

Leadership Development Seminars

Mar. 16, 2021 9:00am- 11:30am

Mar. 25, 2021 1:00pm - 3:30pm

Apr. 8, 2021 1:00pm - 3:30pm

Apr. 13, 2021 6:30pm - 8:30pm

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing (info@connectionseap.com) for more information or register online:

www.connectionseap.com

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website.

Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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