



4 Possible Reasons Your Employee Is Being Difficult ² And What to Do About It

By Alison French and Shirley Tang

For management, having a difficult employee on your team can be disruptive of your efforts to achieve certain goals. Executives and managers depend on their team members to work together as cohesive units. A difficult employee can not only detract from this effort, but also can create a toxic environm 4Q q f:

This could be a change in management, work tasks, strategy, or even work environment.

2) The employee resists you. The employee may have an issue with your management style or personality.

3) The employee has a different work or personal style than you do. From the HPSOR\HH¶V SHUVSHFWLYH SHUKDSV \RX DUH bogged down in minutiae or are too serious, or not corporate enough.

4) The employee has a personal issue. Out-of-work issues, whether in home or personal life, can trigger GLIILFXOW EHKDYLRU LI WKH HPSOR\HH Gv¶¶.VQ¶W NQRZ KRZ WI

Motivating a team member to come back into the fold and contribute to success.

What to do

Your IRFXV VKRXOG EH RQ WKH GLIILFXOW HPSOR\HH¶V EHKDYLR WR PDNH DVVXPSWLRQV DERXW WKH LQGLYLGXD¶V LQWHQW F of time, review what you have observed. Ask another executive or director, or your talent management team, for a second opinion.

The goal: a win -win

With a more objective view, you can talk frankly and openly with the difficult employee and set clear expectations and responsibilities. You can then craft win-win solutions that inspire the employee to contribute to the success of your team.

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