

Prevent Conflicts to Avoid Failure in the Workplace

Question:

How do I prevent employees from missing their goals?

Answer:

More often than not, an environmental issue is the root cause for failure, not employee incompetence. Make sure employees fit well with their manager, their co-workers, and your corporate culture before they are hired.

- **Prevent conflict with managers:** Do not assign an individual needing a lot of hand-holding under an overstressed supervisor who already has too many responsibilities.
- **Prevent conflict with peers:** Provide conflict and diversity training and mix up teams to let employees practice working with diverse individuals.



- **Prevent conflict in values, ethics, and style:** Forcing a square peg into a round hole does nothing more than frustrate the peg and damage the hole. Hire the right people.
- **Prevent skill deficiency:** Use behavioral assessment to spotlight incompatibilities before they occur. Do not only rely on resumes.

- **Do you get along with your peers?** Peer conflict increases attitude problems, office tension, and absenteeism.
- **Do you feel comfortable at work?** Make sure you're not forced to work in a role that is unnatural for you.
- **Do you feel qualified for the job?** Training can often be overlooked in today's hectic work environment.

Question:

No matter how hard I work, I can't seem to meet my goals. What should I do?

Answer:

Look closely at your work environment to find the conflict causing your problem to prevent it from escalating.

- **Do you respect your boss?** Lack of direction or lack of trust may be influencing your ability to perform.



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