

How to Deal with People at work Part Two



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In this competitive rapidly changing economy, organizations are pressured with shorter deadlines, trapped in meeting internal and external customers' demands, and other economic conditions. This situation demands a full cooperation of the entire organization's task force in order to sustain continuity, growth, and success.

However, it is difficult for an organization to sustain continuity, growth, and success with the existence of 'The Viruses of the Organization' within its employees. These Viruses, as I mentioned in the previous article, are of so many types, the lazy, the procrastinators, the time wasters, the complainers, the faultfinders, the whiners, the gossipers, the self-centered, the hostile, the pushy, the arrogant, and the like.

The first virus is the lazy person. Psychologists define being lazy as not performing an activity despite having the ability to do it. Laziness is an inner state that we all have, which is affected by one's personality, collection of feelings, beliefs, thoughts, work situation, and circumstances outside work.

We sometimes feel comfortable by not responding or reacting to people's requests or even to our own needs. There is nothing wrong with that, but being too lazy to perform our duties and responsibilities – especially at work - is the dilemma; and this is what I mean when using the term 'lazy people'.

Lazy people are major obstructers to the accomplishment of tasks and the achievement of desired results. They are fatal viruses that affect the attitude and the mood of others, the team's performance and productivity, and the results.

These people are lack of motivation, mostly of low self-esteem and self-worth, and have no purpose in life. They love being to relaxed, and have no inkling about the pleasure of contribution, accomplishment, and significance that they are missing.

There are two types of these viruses. The first are those who admit being lazy, demand special treatment, careless, and demand and rely on the support of others. They participate lesser than others or not at all, accept to do things with no intention to do them denying the effect of their behavior on others.

Do you have people at work who are always late, procrastinate, slow, run home early, and will give you many excuses for that? This is the other type of these viruses.

They are those who deny being lazy but shower you with excuses even they are not true. They waste your time while your work depends on them, and spend hours on personal matters; phone calls, coffee, chatting and the like. They love to appear busy doing work that never met standards, and most of the time, they are missing in action and unwilling to help others.

These people are living in a zone where they always try to find easier ways to spend their time. They never bothered to show up for work if they can, have the fatal cancer of complaining, and will complain about almost every one and every thing. Moreover, they will put the blame on either people or circumstances but not on themselves.

They will always try to take short cuts even though they know that their behavior will affect the result, and they are always ready to lie and cheat in order to cover their unethical conducts.

They do not realize or even care that their laziness and poor performance will affect the entire team, and force the team members to contribute on their behalf either to accomplish tasks or to serve and satisfy customers.

These viruses – of both types - are dangerous to the organization, and have a direct impact on the feelings and the work attitude of others. Imagine your feelings and frustration if you work so hard with integrity, enthusiasm, passion, and determination while working with these viruses.

These viruses will remain the same and keep on doing what they used to do unless they see the negative consequences of being lazy (punishments). However, and for many reasons, managers do not like to punish or at least try to avoid punishment. Nevertheless, managers are responsible and have to find ways and approaches to solve this problem, because it is simply unfair.

Imagine, as a manager, how one of your team members, who contributes much to the organization's success, feels when he/she works with another who almost doing nothing except coming to work, and at the end of the month, both receive the same pay.

If you are one of the lazy people, take this as a wake up call and I remind you that you will never achieve success in your life or career unless you hold yourself responsible for higher standards of performance, and get things done without shifting the blame or coming back with excuses. You cannot achieve or be among successful people while you perform the actions that lead to failure.

Opportunity will not wait for anyone and it will always go to those who are ready and are willing to perform as expected from them and even more. It will go to those who do their duties in the way that is best. Thomas Edison said, "Opportunity is missed by most people because it is dressed in overalls and looks like work."

You must program yourself to have broader values than self-interests. You must have values of worthiness, contribution, purpose and have to be focusing more on performing your duties, serving and helping others, and giving rather than collecting.