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Communication with Difficult Coworkers

Dr. Susan Cain, Ed. D | Corporate Learning Institute

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Creating your own work-around plan for managing difficult coworkers can be made a whole lot easier by considering that relationships are fluid, dynamic processes that change over time. Dorie Clark at Forbes looks at ways to handle problematic workplace relationships. Key learnings:

- ✓ It is possible to change and improve the way you interact with your colleagues. Your relationship dynamic is not set in stone.
- ✓ Relationship issues can affect the quality of work done in the office and affect the way a team deals with the important substantive work issues

Take a look at the following article:

<http://www.forbes.com/sites/dorieclark/2012/05/23/how-to-deal-with-difficult-co-workers/>

Even the most difficult relationships can be improved, sometimes with very little effort. But when things don't improve, consider what author Holly Weeks at HBR talks about: dealing with emotional load and stressful situations in a different way. Weeks suggests "compassionate confrontation," and suggests that readers try not to approach difficult conversations in an emotional way. Find her article at <http://hbr.org/2001/07/taking-the-stress-out-of-stressful-conversations/ar/1>.

While it is difficult and stressful to forge working relationships with difficult coworkers, these articles point out that it is not impossible, and is quite worthwhile to pursue and overcome limitations and challenges.

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