

THE EXTRA POINT

BY JERRY ROBERTS



1159 The Challenge of the Talented Jerk — Part 2

More today about the topic of the talented jerk. Have you ever worked with one? Are you working with one now? Oh no, is there a talented jerk in our workplace — and could it be us? I'm Jerry Roberts and let's get ready to dive back into jerk-infested waters, next, on The Extra Point.

It's about working with jerks again today. If you'd like to download part one or you want part two from today, go to guamtraining.com and grab transcriptions #1158 and 1159.

Yesterday, we established that working with jerks, and some talented jerks, is a real thing.

We also came to the conclusion that nobody is born a jerk, but many are designed by parents who more or less fit the same mold. Others become that way as a defense mechanism against fears. Still others might simply not know that their coworkers see them that way. We also have to recognize that some people are totally aware of their behavior, and enjoy being a pain in the butt.

Today, let's focus on what you can do if you happen to be working with a jerk, whether they are highly talented or not.

In the best case scenario, the individual has no idea how you and others feel about their behavior. You request a meeting and let them know, which results in a total reversal in their attitude. Problem solved.

What's the key to this strategy? Approach the person in numbers. If you go at it alone, you have less leverage. Bad actors will find it harder to ignore a mob.

Let's say we're dealing with a big producer whose output is critical to the profitability of the business, and management tolerates bad behavior because they bring in the big bucks.

You complain about their lack of respect and

poor treatment of other workers. Management says they'll talk to the individual. Unfortunately, nothing changes.

Realistically, this is what you might expect. The boss puts up with the hassle because of high productivity, and that's not likely to ever change. So, what can you do?

1. Continue to complain and be disappointed.
2. Quit your job.
3. Ignore the jerk.

This is reality. While there are companies that will bounce people out for horrible behavior, regardless of their performance — these are not in the majority.

There's probably no point in complaining any more, unless everybody is mad and you all band together, walk into the boss's office and say, "If you don't fix this situation, we're all giving you notice." This almost never happens.

The only way I'd quit is if the person was incredibly annoying, was destroying my desire to work for that company — and if I had a better job lined up.

That leaves the choice to ignore this person. If they are an annoyance but not a threat to my existence there, I'd do everything possible to minimize my exposure to them, and focus on what makes me happy and productive.

One more thing. What if the jerk is your boss and you're the only one he/she is abusing? This is tough.

If you like your job except for how your boss is treating you, here's one way to look at it. Like the earlier example, I'd poke around my personal network and see if I had any other good options if I had to leave my position. Let's say I have a job available to me.

(Con't.)

Then I say to my manager, “You’re a talented person and I respect your success. However, I object to the way you treat me. I’d like to stay and I feel I can be even more valuable to you if you showed me respect and appreciation.”

Trust me. Your boss has probably never heard words like that.

If you’re working for a reasonable person and they are oblivious to how you feel, this speech of yours will jolt them and your situation should improve.

If your boss is a serious, grade AAA jerk, they will yell at you and maybe fire you on the spot.

Since you already have those other good options lined up, you may leave and pursue them.

A lot of people have written books on this subject, and we’ve just scratched the surface.

I hope your workplace life will always be happy, productive, and jerk-free.

That’s the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I’m Jerry Roberts.

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