

THE EXTRA POINT

BY JERRY ROBERTS



1503 The World of Agreeableness and Disagreeableness

In every workplace, the dynamics between agreeable and disagreeable individuals can significantly impact team culture, team productivity, and the overall vibe that flows through the place. When that vibe isn't good, work may not be as enjoyable as we want. I'm Jerry Roberts, and that's what's coming up today on The Extra Point.

Agreeableness and disagreeableness are personality traits that influence how individuals interact with others and how those interactions impact their relationships.

Agreeable individuals tend to be cooperative, positive, harmonious, and they prioritize those relationships. They generally try to avoid all forms of conflict.

On the other hand, disagreeable individuals often prioritize their own goals and objectives, and that harmony isn't as important to them as is getting their way.

Working with someone who is almost always disagreeable can present unique challenges in the workplace. Let's see how much of this is familiar to you.

Conflict and tension. Disagreeable individuals may frequently engage in confrontations and disputes, leading to unnecessary stress for team members. Sometimes, they express dissenting opinions that can create a hostile or uncomfortable work environment.

Lack of cooperation. Their independent and self-oriented nature may lead to a lack of willingness to collaborate or compromise. This can hinder teamwork, and roadblock progress on project and goals.

Negative impact on morale. Disagreeable individuals are sometimes unbothered by how their attitude can create a sense of frustration, demotivation, and emotional strain among their colleagues. Summing up, not only are you causing conflict, and not only do you refuse to cooperate, you also make it pretty

clear that you don't care if any of us are upset with your act.

So, how can you deal with this? If you're the manager who supervises the worker who is charged with being disagreeable, it starts with asking good questions.

1. Do I fully understand the situation? Is this really an issue where one person is causing the problem, being disagreeable most of the time, or is this more a personality conflict between two people?

2. If it's more a clash of personalities, can I end the trouble by simply separating the two? Sometimes, establishing boundaries can help reduce or stop the problem.

3. Let's say we discover that the source of the trouble is the person said to be disagreeable. Has he/she always been this way? Maybe I should ask probing questions to see what might have changed, and to decide whether or not they understand how their behavior impacts other people.

You'd be surprised how often people put their nose down and just grind away, getting work done, but are totally oblivious to how others are affected by their words or methods.

4. Once I've interviewed the individual, making it clear that a problem exists and that it needs to be resolved, is there a clear expressed desire to make things right.

If so, that's the starting point you want.

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

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