CONFLICTS AT WORK - HOW TO COMMUNICATE?

A. Giving feedback to a colleague who is a friend. --> How to divide tasks between colleagues in this kind of situation?

4. Be clear--> Make clear boundaries to your friends at work

7. Talk to the boss.

1. Bring the topic up in a meeting without blaming anyone specifically.

10. Be consistent-->Always act the same way in similar situation

B. Newcomer situation: the newcomer notices somebody did something wrong. How does a newcomer correct a more experienced colleague?

13. Talk to your colleague who made the mistake. Ask them to explain why they did it that way (use open questions). If it does not work, let it go.

8. Tell the boss what you think.

9.Talk with your coworkers to understand the situation.

C. Micromanaging: Subordinate vs manager, The boss doesn't trust their subordinates and checks their work every five minutes. What should they do?

3. Contact HR to have the third party to involved for help. .

5. Try to look for compromising solution with your boss.

11. If Failing continues in long term, eventually report the supervisor in a sensible way

D. You are in charge of a team. If something goes wrong, do you defend your team or blame that individual who didn't do their job

12. make sure that the opponent knows that you are the speaker of the team and not the person in charge for the problem

6. Defend your team and provide follow up feedback within the team

2. Tell why--> Explain your decisions and principles to your friends

We suggest here solutions which we think might be a good way of solving such work related situations. However, in general the reader can also think freely about different possible ways of solving the issues as there is never a perfect solution
A→ 2,4,10; B→ 1,7,13; C→3,8,9,5; D→ 6,11,12

"Communication is an opportunity to grow by learning"