

## Dealing with co-workers

- 1) Most people don't stay up late thinking of how to annoy you. They don't think about how what they're doing will impact you or themselves. If you neutrally point out the consequences of their behavior, they will start to think when they're around you.
- 2) Even if you believe the worst about someone, appeal to their best side. Saying to a backstabbing co-worker, "I know you're a straight-shooter who'd come to me if you needed anything" could work wonders. People don't want to disappoint those who admire them.
- 3) Understand that everybody gets their feelings hurt, gets mad and gets frightened by stuff that happens at work - not just the "wimpy" work.
- 4) If you're really upset at work, take a timeout...bathroom break, vent to a friend later, etc.
- 5) During the next year, when you're upset about work, stop and ask yourself what you want before you take action. Consider how to get the results you need. Ask yourself what you would have done if you had a magic wand. Then take one action a week that moves you in that direction.

*Ideas from Daneen Skube, Ph.D. executive coach*