

EMPLOYEE CONFLICT

1. Misaligned Goals

Imagine a tug-o-war. You want everyone pulling in the same direction.

2. Inadequate Processes

When processes are weak, people fight about the right way to do the work.

3. Undefined Roles

People get cranky when work falls through the cracks or find others in their sandbox.

4. Unclear Authority

Power vacuums are a big problem. They create arguments about who's in charge.

5. Mismatched Personalities

Diversity should strengthen teamwork. Too bad people easily forget this.

6. Excessive Competition

Groups, scarce resources and games will turn your workplace into reality TV.

7. Unskilled Communication

Misunderstanding leads to conflict and disappointment about unmet expectations.

8. Poor Examples

Bad behavior can often be traced back to terrible leadership role models.

9. Unchecked Politics

It should be about what you do, not who you know. When it's not, employees cry foul.

10. Chronic Stress

Workplace stress is inevitable. The problems start when you don't actively manage it.

Ready to Take Action?