

Tame Your Teamwork Busters

How to Identify
Toxic Employees
– and Stop Them
From Killing Your
Team's Mojo



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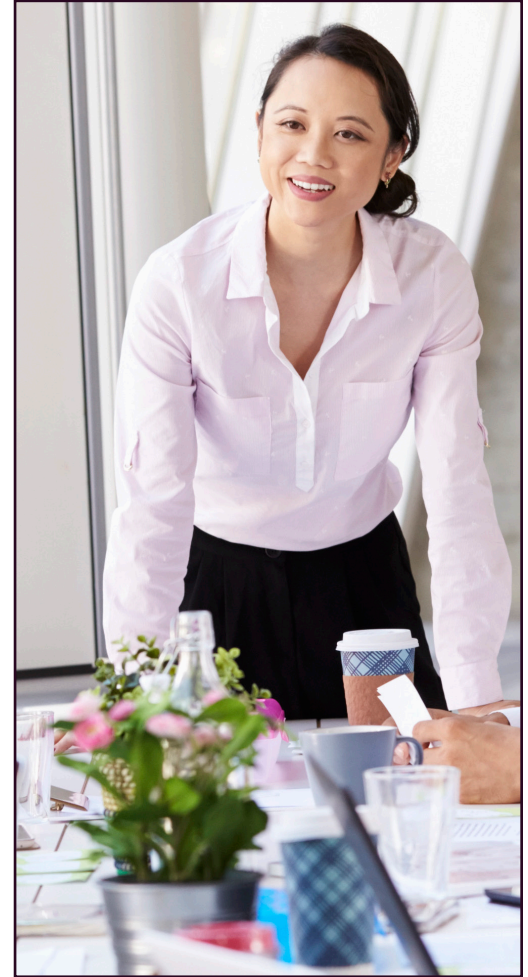
‘Don’t stoop to their level!’

Turns out, mom’s common-sense advice was spot-on when it comes to tackling Teamwork Busters.

We’ve all dealt with at least one of them. They groan, they question, they lollygag, which drags the entire team down.

The key to combatting Teamwork Busters is to recognize their behavior and turn it around (or stop it entirely) before it infects the rest of your team.

See if you recognize any of these Teamwork Busters in your office — and learn the ways to get them back on board.



Teamwork Buster #1: The Above-It-All Bore

They've been there and done that, like, TONS of times, so why should your new proposals/ideas be any different?

Way to deal: *Ask for ideas or offer suggestions*

Don't let these cynics drag the team down. Ask why they're resisting. Do they have a better idea? Why would they take a different approach? Getting them to offer constructive ideas forces them to snap out of complacency and actually contribute.



Teamwork Buster #2: The Never-Shuts-Up Complainer

They never met a solution they couldn't convert to a problem. Even the best ideas or answers aren't good enough.

Way to deal: *Only consider changeable actions*

Cynical complainers like to bring up problems before they even happen and can convince other team members into agreeing with them, even if their complaints are baseless. Explain that you're open to suggestions and even criticism, but your job isn't to force them to work together.



Teamwork Buster #3: The We're-All-Doomed-Anyway Cynic

They've been in the trenches for so long, they can spot guaranteed failure before you even get your idea off the ground.

Way to deal: *Avoid words like “always” and “never”*

Don't try to counter-punch the Doomed Cynic with overstatements. Impress your team with a positive outlook by emphasizing that although a task may seem daunting, you're confident they can get the work done correctly and on time.

If they're so unmotivated that they need a pep talk prior to every new project, it's time for a fresher approach.



Teamwork Buster #4: The Mic-Dropping Bully

They always have the last word—so if someone else tries to claim it, look out. The bully has spoken and everyone else has to get over it.

Way to deal: *Confront as soon as possible*

Don't let overly assertive team members put an end to group discourse. Hear them out — but make sure you offer a rebuttal.

Even if the discussion needs to be continued, it sends the message to your other employees that the team, not one person, reaches the consensus.

Once you learn to recognize potential Teamwork Busters, you'll be able to correct their behavior and get everyone working together.



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