

RETHINKING IMPOSSIBLE CO-WORKERS CHEAT SHEET

The 'yes-but...' –er

Always brings objections to the table ("Yes, but ...") and never goes with the flow. These employees are fantastic when you implement something big, such as an IT system or a process change, because they will help you map out all the potential risks. Knowing upfront why your project could fail allows you to prevent these things from happening and saves you a lot of rework and frustration.

The 'yes, and...' –er

Just when you are working towards a decision, this person opens up the idea space again with "Yes, and ...". These types are ideal for brainstorming because the flow of ideas never stops, but keep them far away when you start implementing projects because otherwise, you will never meet a deadline.

The control freak

Wants to know everything and is always all over it. These types can be incredibly annoying when they start interfering with your work, but they are ideal for leading the implementation of a change. They keep a close eye on the process so nothing will be overlooked and ensure that deadlines are met.

The perseverer

Gets their teeth into something and won't let go until the task finishes. This steadfastness is sometimes confused with stubbornness, but it ensures that everyone is constantly on their toes and that the team doesn't get off track, even when things get tough.

The go-getter

Gets into action before it is clear what exactly needs to be done. That can be counterproductive and lead to much extra work, but this person is worth their weight in gold. When the actions are clear, this person has fixed them before you know it. And when you work on something new or innovative, you will learn much more by doing than talking.

The complainer

Whines about everything that is not going well but never comes up with solutions. Puts a damper on the team's morale but is also a fantastic 'bullshit spotter'. With their sharp eye for unnecessary rules or incomprehensible procedures, these people know better than anyone how to put their finger on the weak spots.

The know-it-all

Often corrects others and seems to have an answer for everything. Be honest, most of the time, they do have a point but present it clumsily. In the past, they were often ignored and became grumpy. See-through their cynicism and listen to them. They usually have good ideas that you can use or build upon. Let the know-it-all work with the go-getter and the complainer, and the bureaucracy will disappear like snow in the sun.

Huey, Dewey and Louie

A clique that always sits together and often makes jokes. They are so strongly bonded that it is hard for outsiders to get involved with them. However, when push comes to shove and things get tough, they are loyal and propose creative solutions. They are ideal for implementing a change because their ingenuity leads to better solutions, and their humour makes it fun.

how this exercise works

step 1

does a co-worker annoy you?

→ if no, then enjoy life

→ if yes, then go to step 2

step 2

identify which of these eight types applies to your situation

step 3

read the tactic how to deal with that person and go for it!



read this article to learn more about these tactics