

How to build a team?

What happens to this girl? Until recently, had the best results among the sellers. And now? This is a situation of stalemate. Is it possible that as soon as burned? A branch may, in the works, something is wrong? Such situations often hear -during a break in talks on a cigarette, or at the meetings. In medium-sized or large companies and the number of employees complication routes is enormous. In frequently appear difficult interpersonal relationships - is apparent even from the calculation of probabilities. Sometimes some of that becoming the object of unethical behavior.

People who find themselves in such situations are not always able to defend. Syndrome is often stronger escape avoidance strategy. Then begin to behave strangely - sick, lose their zest, a sense of humor, ceases to be involved in the force of the team, their wings fall, which so far have been a driving force of their actions. Of course, the reasons for this behavior can be many - from the personal situation of confusing health problems. But the symptoms of burnout as described above may also be the result of bad atmosphere prevailing in the group, in which they work, sign of latent conflict, unjust behavior on the part of team members, or managers, and even serious offenses, such as lobbying and sexual harassment. Unfortunately, even the most providently employers who create new systems of communication and care about the high culture, are not able to completely eliminate the unethical behavior of their subordinates. We can not penetrate to the interior X-ray of each employee, checking whether, in addition to professional competence, it has a simple moral backbone. However, aware of the need to deal with this situation. I do it effectively. How? One way to avoid the tragic situation of communication and unhealthy behaviors is to create places within the company, in which aggrieved employees may get help. Each company is a place for mediation. Such arrangements already exist, and, most importantly, bring the expected results. They work there specially selected, competent persons, given high credibility. You can submit them to both the relatively disputes, and serious cases that violate societal norms. First of all the necessary powers of communication are high. Issues relating to conflict are delicate, you need to weigh every word, to express ideas clearly, to deal with emotions, and, last but not least important, able to actively listen. Therefore, in the face of serious dispute, hot, people are often unable to cope with their emotions. A natural thing in the rail should be looking for when the assistance of specialists, who plays the role of mediators. Mediation in the dispute to the intervention of a neutral person who is outside the conflict. Its purpose is to help the parties in reaching an acceptable agreement by both person. The mediator does not help in deciding. Its role is to process so that the participants agreed to the dispute and found a satisfactory way to resolve the unfortunate situation. It is a place worthy of trust, excluded from the company's organizational structure. They work their men of trust and mediators who help resolve any Gordian knot.