

# FURTHER CONSEQUENCES OF MISMANAGED DIFFICULT SITUATIONS

**Directions:** As you review the following, check (☑) which of these seem familiar to your current work environment.

- There is much more tension, stress, discomfort and conflict in the workplace
- Our work relationships are damaged, possibly beyond repair
- We end up over-working to complete projects when others refuse to work with us or passive-aggressively “forget” to complete assignments on time
- Peers and supervisors don’t trust us or depend on us as much
- We are left out of the loop and not included in important discussions and meetings
- Others hold grudges towards us and gossip in ways that may damage our reputation
- We are often misunderstood and misinterpreted
- We keep obsessing about the difficult dynamics and miss what is going on around us in the present moment
- Team dynamics feel more competitive than collegial
- There is far more debating as people try to win arguments rather than find creative solutions to workplace dilemmas
- We often feel guilty or ashamed for how we reacted
- We waste a lot of time and energy in follow-up meetings and workplace gossip
- We feel depleted, exhausted, alone, and isolated