

Dealing with Difficult Colleagues at Work

You may come across colleagues within the workplace that are difficult to work with.

These colleagues are often supercilious, rude, uncooperative, and consider themselves to be superior to others. When dealing with such individuals, things can turn into unexpected conflicts and misunderstanding may result in harsh behaviour. Even though it may seem impossible to deal with difficult colleagues, try to maintain decorum within the workplace so that your professional success is not harmed.

There are many things that you can do to tackle such difficult individuals. Some of these are:

1. Request a private conversation with this individual. Ensure the conversation is carried in a quiet place where there is no disturbance. Remain calm and listen to each other's view point and be respectful.
2. Be self-aware: Sometimes it is difficult to accept that you could be the cause of the problem. Therefore, it may not be right to blame your colleague every time when the problem occurs. Learn about yourself and find out what situations or interactions trigger anger within you. If you feel that your temper rising in a particular situation, try to remain calm or just leave the room. Exercise habits that help you remain calm in the heat of argumentative conversation.
3. Be a calm observer: Besides observing yourself and your behaviour, try to observe and understand your colleagues too. If there is a colleague who is calm and polite to others and difficult with you, find out why he/she is rude to you.
4. Avoid gossiping about your difficult colleague: This is the most common mistake made by the employees within an organisation. Ensure that you do not discuss or talk openly about your difficult colleague. Whenever you gossip about your impossible co-worker, you tend to comment on the negative aspects of that

individual and always think the worse of him/her. This is why you generally lose your temper when that person appears in front of you. Such behaviour on your part will create more problems rather than resolving one.

5. Ask for help instead of complaining: If the situation between you and your difficult colleague becomes impossible to resolve, it is better to use the help of the third party, this may be your manager. Rather than complaining to your manager that your colleague is a difficult individual, bring out the fact that you cannot get along well or your clashes are affecting other staff members. Ask your senior to help you or suggest how you can solve your problems.

Develop constructive consistent techniques to help you deal with your difficult colleague and maintain peace in the workplace. Try to fix the problem with difficult colleagues as soon as possible. If you reinforce a calm and positive behaviour within the workplace, it can become easier for everyone to get along, thus creating a more conducive atmosphere to work in.