

71

1. SUPERVISOR COMMUNICATION

2. NOT GIVING CLEAR INSTRUCTIONS

FAILING TO PRIORITISE TIME

NOT STAYING ON TASK

3. UNSUPPORTED

NOT SET UP FOR SUCCESS

FRUSTRATED

CONFUSED

BLURRED BOUNDARIES

4. TEAM MORALE LOWERED

UNMOTIVATED

SELF ESTEEM LOWERED

UNPRODUCTIVE

5. STRUCTURED MEETINGS
eg. LAR, MOR

MENTORS

ACCOUNTABILITY

1. Departmental Responsibility
on a common goal

2. Blaming others
Minimal self reflection.
Lack of Empathy
Lack of problem solving
Not playing to strengths.

3. Frustration
'Not my job'
Disassociate
Avoidance
No progress
Reactive

4. Reactive behaviours
Unproductive
Waste of resources / time
Divide between teams / depts.
Unhappiness

5. Set common goals
Designated tasks / Assign responsibility
Solution based focus
Regular communication / Progress Updates

1. PERFORMANCE REVIEWS / PIP

T3

2. First instance had spoken to
Take emotion out - state behaviour
Ask if everything is ok first
- find out if something else is going on

3. Impact on co-workers or
business
Team based.

4. ↑ Team morale, pressure on others

5. We need this from you
what do you need from us.

KISS

ISSUE:

ATTENDANCE

14

HOW TO SUPPORT THE TEAM

2 - LIVE EXAMPLES - FACTUAL EVIDENCE

2A - UNDERSTANDING THE WHY

- ISSUES AT HOME
- HEALTH
- PSYCHOLOGICAL
- SAFETY
- WORK CONFLICT

3. CHANGES AS PER ABOVE!

- CONCERNED] GAP
- SUPPORTIVE] GAP
- DISAPPOINTED] PIP
- PIP

4 - IMPACT ON TEAM + BUSINESS

- REDUCED WORK EFFICIENCY
- KNOWLEDGE IN TEAM CULTURE

5. PIP / GAP / OUTCOMES → DEPENDANT ON 2A
DEFINED ACTIONS, CLEAR RESPONSIBILITIES

15

1. change of management.
2. Difficult, Afraid. Behaviour, Committee
~~Be~~ Disengaged
3. Avoidance, ~~Disengaged~~ Frustrated
~~Call out negative behaviour.~~
4. Benefits, Overall Improvement
What would impact be?
Toxic workplace
5. Open mindedness,
Feedback

TK

1 Performance and time management

2. Late Attendance to work, use of tech outside of work breaks, additional smoke break.

3 Frustration

4. Increased work load on other employees.
Performance

5. Understanding of actions, being considerate