

# Wearisome workers

Steve Kennedy

Each day in our working life, no matter what position we hold, we are required to work alongside others. Among those co-workers will be a mix of many different types of personalities. And you can bet that among them will be "the difficult worker".

The one who always complains, never accepts change, who can't be bothered, or is a "road block" to anything you or others are trying.

So how do you work alongside, or more importantly, manage such people? Basically, you have three options, known as ACL.

Accept: Accept the situation or person, and work with what you know; Change: Either change the way you react, or try and change the situation/person in some way; Leave: If possible, mentally and/or emotionally distance yourself from the negativeness of the person.

If we decide to work alongside – and hopefully "change" – the difficult person, firstly we need to explore ways of understanding them, and

what motivates them. We all have four precognitive natures: it's just the degree of dominance of each of those natures that varies from person to person.

## Visionist

Feelings based, "visionists" make up 10 per cent of the world's population. They need to "know" the answers.

### Characteristics:

- Often daydream about the future
- Have an abundance of ideas
- Often fail to complete tasks before moving on to another project
- Can make opportunities out of nothing
- Have high hopes and can convince people of them

## Pictorialist

They need to "see" the answers. Pictorialists make up 20 per cent of the world's population.

### Characteristics:

- A photographic memory
- See more detail than others
- Highly observant of facial expression and body language
- Can often be "full on" people

## Rationalist

They make up 30 per cent of the population, and need to "understand" the answers.

### Characteristics:

- Have a strong sense of justice
- Firmly think in the now, not past or future
- Quality focused but economical with money
- Thinks everyone operates the way they do
- Great love of learning
- They inspire confidence

## Sensationalist

Making up 40 per cent of the population, the Sensationalist needs to "feel" the answers.

### Characteristics:

- Not a rapid decision maker
- Very uncomplicated and down to earth
- Do not give crisp, direct dialogue
- Easily manipulated by emotional blackmail

So if we accept that everyone is different, and will fit into one of the above categories, to work effectively

alongside them, you will need to work out which one your "difficult" person fits into. To further help you, consider the following:

**Visionist:** To operate effectively the visionist needs to be able to trust their intuition before they can understand what they are involved in.

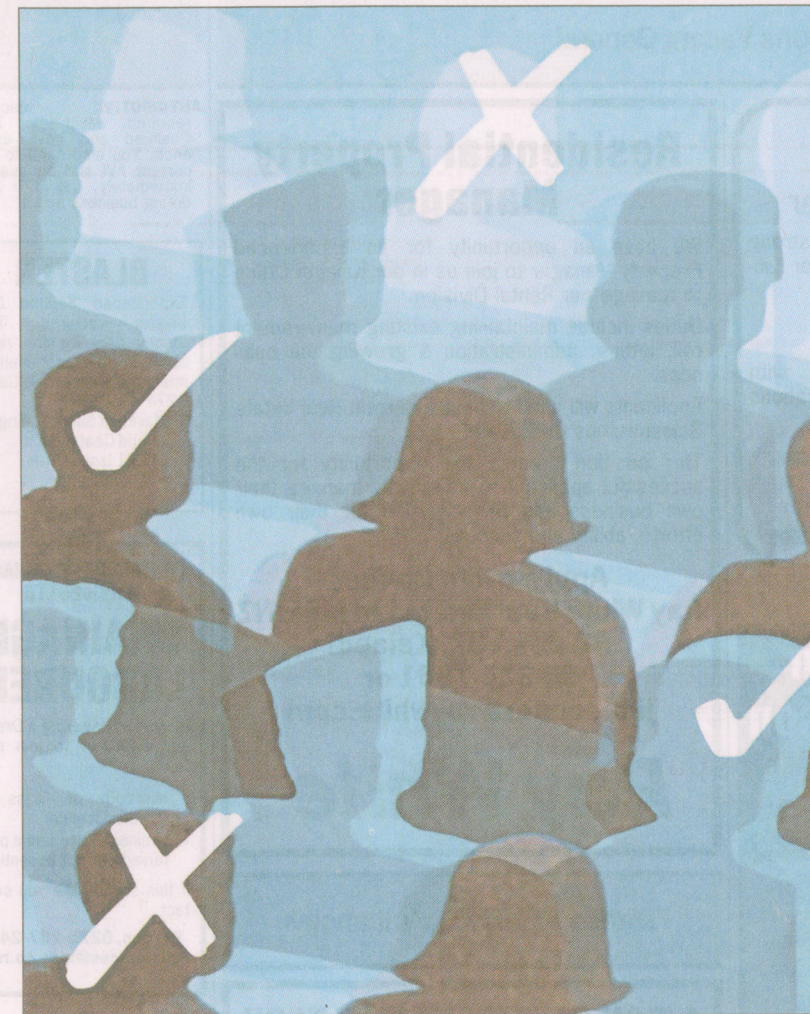
**Pictorialist:** The pictorialist must build themselves a clear mental picture of whatever it is they are involved in to effectively understand.

**Rationalist:** To work effectively the rationalist must first gather the facts, and clearly understand them before they become effective.

**Sensationalist:** The sensationalist must, to operate effectively, gain a strong feeling for everything they are involved in.

So, once you have understood your "difficult employee", and understand what makes them function, you can then adapt your style so that you can develop and maintain an effective working relationship with them.

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In the workplace: Most workers have a "difficult" colleague in the office. Photo: FAIRFAX