



Pruning the office grapevine

Workplaces are fertile grounds for grapevines. Workplace grapevines generate negativity and sap energy. They reduce productivity, damage relationships, and make coming to work difficult. Eradicate this invasive pest with proactive, positive behaviors.

Decline to listen – Listening validates the worth of a message, and may unintentionally tell the complainer that you agree with the rumors, derogatory remarks, or criticism of the targeted individual. If a co-worker repeats someone else's complaints, respectfully point out that passing along those complaints won't solve the problem, but *will* fuel the fire.

Decline to repeat complaints or gossip – A workplace grapevine can only survive if people keep feeding it. Each time you refuse to repeat a rumor or complaint, you reduce its effectiveness. Avoid workplace politics which, like most politics, tend to be intolerant of differences and divisive.

Be careful about venting – Venting is usually about getting someone to affirm the "rightness" of our position. Don't vent *to* co-workers *about* co-workers. Instead, vent appropriately with someone who can give you objective feedback, and help you clarify both your concerns and your role in the situation. Take co-worker concerns directly to that person and address them together. Encourage others to do the same.

Consider unintended consequences – Making disparaging comments about a co-worker says more about *you* than it does about your target. You risk losing your co-workers trust and respect. Co-workers often participate because they want to avoid becoming your next target, not because they agree with you.

Be persistent – When co-workers try to pull you in, remind them that you are choosing not to participate in negative conversations about others. Spread the word that you see the grapevine as destructive, and that you will be working root it out. Back up your words with appropriate actions.

Grapevines should produce *wine*, not *whine*.

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Words to Live By...

"You are always only one choice away from changing your life."



A BRIGHT IDEA

Reduce stress in two minutes

Stress saps energy and reduces productivity, but who has time to relax when everyone is expected to do more? You do! All you need is 2 minutes. Here's how... Sit with both feet flat on the floor. Inhale slowly for 5 seconds and hold your breath for 5 seconds. Exhale slowly for 5 seconds. Hold your breath again for 5 seconds after all of the air has been expelled from your lungs. Repeat the steps for just 2 minutes. You'll get the endorphins pumping and feel refreshed and energized. Try it now.

Training Calendar

Build the skills that drive individual and organizational success. Save when 3 or more attend from the same organization. **Register now!**

"Basic Mediator Training"

August 2-6, 2010 8:00 am—5:00 pm

"Get It Right the First Time"

July 14, 2010 8:30 am—11:30 am

Find information about other workshops or trainings at www.alternativeresolutions.biz or contact us at 920-993-1490 to tailor training to your specific needs.

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