Possible Reasons and Types of Conflicts at Workplace by Cody

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Be it a corporate or a small business, conflict amongst employees is inevitable. Whoâ€™s to be blamed? Maybe the long and stressful work hours or the hierarchical management. Issues generally arise with blame games concerning deadlines or performance lags are played. But thatâ€™s just the tip of the iceberg. Substance abuse, personal and financial issues also contribute to conflicts at workplace. When there are conflicts, itâ€™s not the end of the world. It may also mean that one cares enough to disagree strongly.

Leadership plays a pivotal role. By and large employees may have trouble with changes in leadership. When new ideas are being dreamt up and implemented, conflict is inevitable. It can perplex and irritate them. Consistency can usually solve these issues. Conflicts can go on for years with all parties refusing to budge and that is a dangerous thing.

People have different priorities and styles with which they get their work done. When interests clash, conflicts are bound to be there. With a better communication and understanding of the way a person works, these issues could be avoided. Interdependence could escalate conflicts. Sometimes an employee has to wait for another to continue his work, itâ€™s when they run out of patience and the stream goes off. Proper coordination and cooperation among the team members at work can avoid these conflicts.

Conflicts can also arise when there is a difference in educational or ethnic backgrounds. Gender and political preferences can also lead to these differences. Another unavoidable case is when personalities clash, employees generally perceive that the leadership or management is out to get them, although this is fueled by emotions, these too can be avoided through proper communication. If you feel bad to talk it at the heat of the moment then you may go home and make a phone call with any of the popular home phone connections such as Time Warner Phone.

Although unavoidable, itâ€™s better to resolve conflicts early. Procrastination takes things to the worst. Even if the other person has ego the size of a galaxy, it isnâ€™t a bad thing to apologize. Usually everyone involved has done something to create the situation. Some conflicts can be so entrenched that they just canâ€™t be solved by the participants; it could only be mediated by a trusted person. Conflicts at workplace sometimes just cannot be solved.

However there are several ways in which the conflicts at workplace can be avoided. As the head of the team, it is imperative on the team leaderâ€™s part to ensure that things are smooth. From a team leaderâ€™s standpoint, it is important to keep his or her team members comfortable and make sure that good rapport is maintained among all the team members in the workplace. So he or she has to ensure that any issue in the team or between the team members is addressed at the earliest. Since issues at workplace can sprout up very often, the team leader should be able to be in a position to solve them before the spark turns into a big flame! That is where the leaderâ€™s character and the ability to tackle the issue come into the picture. The leader should be cool; he should be a good communicator; that is he should be straightforward in his points. He should have great problem-solving ability.

Moreover, the team leader has to ensure in the first place that he maintains a good rapport with his team members. Conflicts between the leader and the team member are very common in a workplace. The best thing the team leader can do is, encourage the team members to perform at their best. And, appreciate them for their performance. A timely appreciation is all you need to get the best out of a person and explore his/her skills.

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