

Why People Have Problems With Their Relationships at Work

Most people work for a living. Whether we are working for someone else or for ourselves, we have to deal with people. It's part of our job. When we have to deal with people at work, tension and conflicts often arise. We may try and push our feelings of anger and frustration under the rug, but the feelings remain and they affect our overall work experience.

Each job has certain defined duties and responsibilities within the overall structure of the business. The job function remains the same whether person A, B or C occupies the position. Problems arise when people are unable or unwilling to separate themselves from their job.

When a supervisor instructs an employee to perform a certain task and the employee gets upset, is it because the assignment was outside the employee's duties and responsibilities, or was there some other reason for getting upset? If the employee feels that it's not fair that he is being singled out to do the work and the boss doesn't care, then it is an internal spin that has nothing to do with work or the boss. It has everything to do with what is happening inside of the employee.

If we are having problems at home and we take our feelings and thoughts with us to work, it affects our productivity, especially when we express our frustrations at our co-workers and when it has nothing to do with them. Our inability to separate our work relationships from our other relationships affects our productivity and work morale.

The work relationship is very straight forward. Every position has a specific set of duties and responsibilities. There are employees who do the work and supervisors who oversee the employees. When a supervisor tells an employee to do something it is not personal, but is part of the job. If either party brings in issues that are not part of their job description, then

conflicts arise because they are mixing their work relationships with outside issues. Friendships may be established at work, but friendship is not part of the work relationship. Using friendship to get plum assignments, avoid undesirable ones, or to avoid getting a bad review can create tension in the workplace.

By understanding that you and the job are separate entities, you will not take things personally when there is criticism or when you are asked to perform an assignment. Your very reason for existence is not defined by your job and there is life after work.

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