

Do you have a Slacker on your TEAM, preventing them from working better together?

Lazy, loser, worthless, useless, procrastinator, couch potato, sloth, loafer, stays idle, slow, mooch, freeloader, lethargic, deadbeat, goof-off, skater.....impacting your team to work better together.



MOST Leaders I talk to will agree that it often only takes **ONE** person to bring down the effectiveness of the **ENTIRE** team. What's MOST bizarre is, somehow, that team member ends up staying around much longer than one would think.

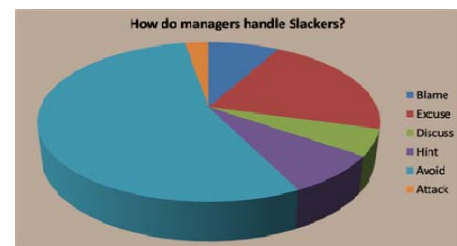
You walk the hallways saying: '[I Am Leader](#)', which makes me responsible for keeping the shareholders, clients, associates and my boss happy. This is a huge responsibility when you consider how challenging it is to get my employees all pulling in the same direction, fully aligned, and doing so with confidence, accountability, determination and passion. I dream of creating an organization with ONE understanding of where we are going and how we intend to get there; populated by

engaged and accountable people who feel inspired to optimize their talents and exceed our goals. The greatest test for me as Leader is to find a dynamic way to align and engage my entire workforce, when they each have different agendas and different perspectives. It is clear that I love the challenge – that's why I took the job!"

The Leadership task is often dealing with that ONE slacker, that ONE underperformer that leads to making poor decisions and keeps the team trapped in sub-par performance. Most common mistakes manager's make are:

Avoiding the problem

So many managers stand idly by; just hoping the problem goes away. Yet, regardless of their reaction of choice, they rationalize, justify and reason with themselves why their choice is valid and substantiated. They're not alone in this behavior. The truth is, we all justify our avoidance by saying things like: 'they won't listen anyway', nothing will change', 'everything just makes the situation worse', and 'it's simply not worth the effort'.



The Problem: Slacker WON'T just go away. His/her presence continues to diminish the morale of everyone and he/she ends up costing you lost productivity and real dollars, that can run in the 6 figures.....

Blaming everyone else for the problem

Instead of dealing with Slacker directly, the manager chooses to hold a team meeting that includes Slacker, where he/she discusses the requirements of everyone “pulling-their-own-weight”. The team Leader emphasizes a re-focus on the team goals and asks everyone to ‘up’ their performance standards. With the best of intentions, the manager is hoping that Slacker will get the message.

The Problem: The high-performers think the manager must have read the latest tip on leading a team and trying something new, leaving them confused; especially when, just last week, they were told what a stellar job they were doing. The result? They leave the meeting saying: “What a waste of time. If only our manager would realize that it is Slacker that is the problem”. In addition, Slacker doesn't realize he/she is the problem, doesn't get the hint, and doesn't change any part of his/her performance.

Working around the problem

Again, not dealing directly with the problem this seems like a good non-confrontational solution. Just have everyone else on the team pick up the slack (excuse the pun). Delegate Slacker's duties out to the team, getting everyone to pitch in, taking on the bits and pieces of Slacker's work.

The Problem: Now you not only have Slacker, but you also have a team full of resentful performers that begin looking for ways they can either 'get out' or achieve the same lazy luxuries as Slacker.

Passing-on the problem



When Slacker moves to another department you give her/him a stellar reference; all too grateful that you can finally see the back of Slacker. You may even still your conscience by ever-so-slightly lying to yourself, saying: “perhaps I was not the right manager, and someone else can get more productivity”.

The Problem: You devoid responsibility for the greater good of your organization and create the dreaded silo-mentality, so rife in corporations all over the world.

Axe the problem

Rather than dealing with Slacker and helping him/her grow in their career journey, you throw in the towel and terminate Slacker.

The Problem: You've not exercised your Leadership skill and muscle (note that Slacker will return to your life in some other form), and you've left some other Leader out there in the world to deal with Slacker.

How about looking at the Economical impact of Slacker from this singular point of view?

Dr. Izzy Justice says; “Studies show that an average **negative experience** exerts physiological effects on one’s body for approximately 4 hours (4 hours is how long the endorphins stay in your system). This means that if Slacker creates a negative experience for a fellow team player, that for up to 4 hours, the team member’s optimal performance is compromised.”¹ Let’s apply this to avoiding dealing with bad behavior and poor performance impacting the people around Slacker. Assume a team member experiences a negative event in a team meeting, and another at the water cooler (you know, the meeting-after-the-meeting), then apply the math; 2 (negative experiences) x 4 (hours of sub-par productivity) you have just lost a full-day’s worth of activity. I will leave it up to you to multiply that number by the members on your team. I am sure you will agree that it is too expensive for any manager to avoid.



You will lose the talent with the most innovative ideas

71% of Generation Y, those between 18-29 are likely to look for new jobs once the economic upturn begins.¹ The number ONE Pay Reward they are looking for is ‘High-quality Colleagues’². Keeping Slacker as a non-performer on your team, is no longer an option.

Source: 1) Adecco, American Workplace Insights Survey
 2) How Gen Y and Boomers will shape your agenda. Harvard Business Review

Here is a quick Self Test

(It is imperative that you mark both 1st and 2nd choice)
 (Choose and mark Both Choices)

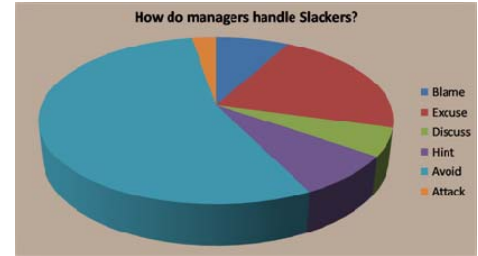
Be Super Duper HONEST with yourself

I deal with poor/un-productive behaviors displayed in the team as follows:	1 st Choice	2 nd Choice
I first listen and then hold Slacker accountable to change behavior		
I prefer to avoid dealing with poor performance, behavior and actions		
I deal with poor behaviors in a judgmental way		
I deal with poor behaviors by cracking a joke		
I deal with poor behaviors with great empathy		
I stop poor behaviors dead in their tracks, mostly in a harsh way		

Consider your choices by being REAL.

Where are you on the chart?

Blame: I deal with poor behaviors in a judgmental way
Excuse: I deal with poor behaviors with great empathy
Discuss: I first listen and then hold Slacker accountable
Hint: I deal with poor behaviors by cracking a joke
Avoid: I prefer to avoid dealing with poor performance
Attack: I stop poor behaviors dead in their tracks



BTW. If you selected 'Discuss' - Congratulations you fall into the rare Leadership category!

If not you may want to take a closer look in the mirror, and answer a resounding yes to this phrase; [I Am Leader](#) capable of driving accountability and motivating performance.

Do you want to learn a different way?

You can learn how to Think, Act and Talk to achieve extraordinary results. You can learn to face any conversation and know how to navigate within it, no matter what barriers are presented. The Payoff is stronger team collaboration, better decision making and ultimately Profitable Results. The result is about leading a team capable of working better together.



Call us for a conversation

At Align4Profit we will show you how to tap into, and take advantage of the many Think.Act.Talk™ Tools that are already within you. You will uncover your talent for knowing precisely how to speak with confidence to achieve your desired outcomes. You will gain a heightened self-awareness, renewed confidence, the language you need to engage others, the power to collaborate, influence and persuade others to higher performance standards. You will know how driving accountability leads to everyone profiting.

We know REAL work gets done by teams of PEOPLE. We boldly assert that no matter what business you are in.... the REAL business is developing Aligned Leaders that help PEOPLE, PERFORM at their PEAK.

Just TALK to Slacker!

The Six-step plan to successful interactions

- Step 1: Gather you're Courage (Decide to have the conversation—stop rationalizing and giving yourself excuses)
- Step 2: Prepare for the conversation: (What are your concerns? What would you like to see differently? How can you measure results?)
- Step 3: Start the conversation
- Step 4: Gain commitment
- Step 5: Finish the Conversation
- Step 6: Follow-up, coach, guide, measure and finally ACT in one of two ways
Compliment Slacker on his progress or Let Slacker find another path