

## Tips For Dealing With A Lazy Co-Worker

### What does a lazy coworker look like?

- Takes much longer than they should for breaks and lunch
- Makes and takes too many personal phone calls or texts.
- Run to the restroom an unusual about of times.
- Plays on the computer a lot.

**Remember-** Complaining and tattling to the boss will get you NOWHERE!

Here's a few things YOU can do:

- 1. Don't let the lazy person distract you. Ignore them.**
  - Some people spend a lot of time paying attention to what others are or are not doing – don't waste your time with them.
- 2. Don't get caught up in the issue of "fairness."**
  - Life is not fair, and besides, if you have a good supervisor, they are already aware of your peer's laziness.
  - Just do YOUR work – ignore them.
- 3. Decide who YOU want to "be."**
  - How do you want to be seen by others?
- 4. Don't let it affect your attitude.**
  - Don't let others determine your attitude.
  - Most of us don't like feeling irritated and angry with others, so don't do it. Let the others (lazy person) go, and preserve YOUR mental health.
- 5. Don't tattle! This makes it seem like you're trying to polish the apple.**
  - Try and be honest about YOUR performance and also about your colleagues performance. This is especially true if your colleagues laziness is preventing getting goals accomplished.

- DO NOT cover up for a lazy person – Don't do their work for them.

**6. Don't let their ways rub off on you!**

- Sometimes we think, 'well, if they can get away with this, so can I.' This is not good thinking and will get you nowhere.
- Be an example, don't let others suck you into their bad habits.

**7. Don't let their work become your responsibility.**

- Be careful about trying to cover up for others lack of productivity.
- YOU are not your co-workers babysitter!
- Your co-worker needs to face the consequences of their lack of work.
- Speak up when your supervisors asks why the goals are not reached.
  - This is the time to expose your lazy peer.
- Don't take the "blame" for the work not being completed – speak up.

**8. Use the opportunity of being paired with a lazy person to become a LEADER.**

- When the lazy co-worker is holding back the team accomplishments, step up to your supervisor and offer to be a mentor or coach to the lazy one. This not only lets the supervisor know that the lazy one has problems, but helps YOU stand out as a leader willing to help.

**9. Talk with your colleagues, never gossip about them.**

- Instead of complaining about others, clarify the team goals, deadlines, and commitments with them.

**10. Talk with your supervisor about the barriers to efficient work on your team.**

- Don't take on a job you know you can't complete because of the lack of working people. It will reflect badly on you.

**Group Activity (role Playing)****Story:**

A new hire comes into your work group and you notice that they spend a lot of time texting on their phones – at least a couple of times every hour or so. Also, you notice that this new co-worker likes to play “Solitaire” on their computer, and will jump to this whenever the supervisor is not around. Another thing that you find irritating about the person is that they seem to take really long lunch breaks .

**Someone from the group volunteer to be the good employee, and someone the “lazy” employee. Have a conversation about your thoughts and feelings about working together.**

**Then,**

**Have the group discuss what when right with the conversation and what was not helpful. Also, what did each member of the group learn from this interaction?**