B2B – Business To Brooklyn…Teaching Tomorrow’s Business Leaders Today’s Lessons

# This Week…Dealing With Slackers In The Workplace

“The CFO and two Sales Managers were not doing what they were supposed to be doing today” said a Sales Manager of a local market to me today. It’s an all-too-common story: an outstanding employee being burdened either directly or emotionally with the incompetence of their counterparts.

The Slackers.

## Why?

The first question to answer is “why are these people not pulling their weight?” Why do some employees simply not perform the tasks they should? That is a complicated answer, and may not be a single answer. Perhaps they are struggling at home with siblings or parents, or the struggles of those siblings or parents are impacting them indirectly and are distracting their attention away from their work. Perhaps they are bored with their job; they are not being motivated or challenged to do well. Perhaps they don’t have a clear understanding of what they are supposed to be doing, and therefore are doing nothing constructive at all.

## So What Should I Do?

Here are some ideas on how to cope with Slackers in the workplace:

* Talk to them. Find out what may be on their minds, if anything is troubling them, either at work or at home.
* If you are a manager and the Slacker is your employee, try providing new work challenges for the Slacker to tackle.
* Again, if you are the manager of the Slacker, make sure the employee had a clear understanding of what is expected of them in the workplace.
* If all else fails, either report the Slacker to your supervisor, or if you are a manager of a Slacker, start a formal Corrective Active process in accordance with your company’s Human Resource office policy.

Not everyone is as diligent as they could (or should) be, but with a little bit of help, even the worst Slacker can have a chance of success.

Until next time…The Professionals of B2B