

# DEALING WITH A COLLEAGUE WHO MEDDLES

## TURN WORKPLACE MEDDLING INTO AN OPPORTUNITY FOR GROWTH

START HERE

1

### THE NORMAL REACTION

"They must think I can't handle my job"

DEFENSIVENESS

"They're just trying to show off"

EGO CLASH

"Their ideas are clueless anyway"

DISMISSAL

"They're too caught up in the details"

SUPERIORITY

2

### HOW TO RESPOND WHEN A COLLEAGUE MEDDLES



#### REFLECT

- Pause and check your ego at the door
- Consider the value of their suggestions
- Seek an unbiased perspective



#### REFRAME

- Challenge negative assumptions
- Consider positive motives
- Look for alternative explanations



#### REVISIT

- Have a candid conversation
- Share your perspective
- Ask about their intentions



#### REDIRECT

- Guide their energy to where it's needed
- Ask for input on strategic issues
- Build a partnership, not a rivalry

Rise above the **INITIAL DEFENSIVENESS** and have a **GROWN-UP CONVERSATION**

