

Question of the Week – January 13, 2019



How do you manage Naysayers in your life?

The experience of working with naysayers leaves us with a dragging feeling of just wanting to avoid them, period. Unfortunately, naysayers wear many hats at work and avoiding them may not be an option. So, what are your best practices in dealing with them in a productive and sane manner? - by A. Corral

Leader Talking Points

Opportunity: Team-Building Activity

- a. Ask team members for examples of naysayers outside of work.
 - 1) Close Friend: Challenges and questions what other people do, not you of course.
 - 2) Local Political Leader: Always cynical about other points of view.
 - 3) Family Member: Discourages others to pursue their goals.
 - 4) Other.

Discussion Points

- a. Ask your team for examples of naysayers at work.
 - 1) Team Project: Individual team player always starts with "it won't work," "it's impossible," "we have tried this before and it failed" among others.
 - 2) Client: Always blames company and/or equipment for failures.
 - 3) Manager: Favors one or two employees who are not the top producers.
 - 4) Other?
- b. Ask your team for ideas on how to better manage naysayers.
 - 1) Understanding: Clarify person's perspective.
 - 2) Expertise: Leverage naysayer's knowledge and expertise on subject.
 - 3) Other?

Team Challenge Activity

- a. Ask the team to offer one or two areas where naysayers can be an opportunity.
 - 1) Example: Spotlight naysayer's objections and skepticism on a project and try to illustrate the value of challenges ahead.
 - 2) Solicit ideas on how to address naysayers on a particular project.
 - 3) Ask for a volunteer to take the lead to work with the manager and team on the selected opportunity and report back to team on next steps.