

Question of the Week – March 24, 2019



Where did common decency go?

If someone is “not all there” or claiming the person is mentally ill then calling out lack of common decency does not count. At work, though, people don’t get paid to be subjected to insults or sarcasm for example. Allowing lack of common decency to go on does not make any business sense because it distracts people from doing their best instead of worrying about the obnoxious one so how hard is it to find common decency?

A. Corral

Leader Talking Points

Opportunity: Team-Building Activity

- a. Ask team members for examples of lack of common decency outside of work.
 - 1) Parking Lots: Someone takes a parking space you were waiting for to open up.
 - 2) Holding Door: You get a stare when you hold a door open for the person following you.
 - 3) Driving: Cutting someone off.
 - 4) Other.

Discussion Points

- a. Ask your team for examples of lack of common decency at work.
 - 1) Checking Mobile Phone: Constantly checking phone while you talk.
 - 2) “Your Mother Does Not Work Here” Sign: Mess at meeting rooms and/or kitchen area.
 - 3) Taking People’s Lunch: Taking other’s lunch from refrigerator.
 - 4) Other?
- b. Ask your team for ideas on how to address lack of common decency in the workplace.
 - 1) Respect: Discussion on what defines “respect” at work.
 - 2) Corporate Culture: Match inappropriate and obnoxious behaviors to company values.
 - 3) Other?

Team Challenge Activity

- a. Ask the team to offer one or two areas where lack of common decency has caused conflict among team members.
 - 1) Example: Someone being accused as obnoxious in team meetings.
 - 2) Solicit ideas on how to address this issue on an individual contributor and team level.
 - 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.