

## Self-Test: What skills would you use?

### Scenario A:

Luma has always done a great job at work. The business she works for was growing and needed more workers. Recently they hired Scott to help Luma with a new project. Luma did a great job of training Scott, but when he started improving she became jealous. She started getting too competitive with Scott and taking on more work. She started staying up too late to meet her deadlines and wasn't getting enough sleep. She also started being overly critical of Scott and gossiped about things he should have done better. How do you think this effected their team? What went wrong? What should be done next?

Your Answer:

### Scenario B:

Jack has always been comfortable in his job, but recently he has been going through many personal and professional changes and does not seem to be taking it well. At home his wife has lost her job. This means his family is going through some financial difficulty right now. There has also been a management change at work and the new managers are changing the company's mission and strategy. Faced with all these changes, Jack has not been open to new ideas. He is not dealing with ambiguity well. Instead, he is getting stressed and procrastinating. Jack cannot afford to lose his job right now, but his slump is negatively affecting the team. What can Jack and his supervisors do to fix his problem?



Your Answer:

## Answers:

### Scenario A

*Luma is causing unwanted tension between her co-workers. She is drawing the other team members into it by gossiping. Her negative habits are hurting the team's ability to complete work. Her behavior also effects Scott's work. He worries about Luma criticizing him and talking about him behind his back. The problem started when Luma became jealous. Luma could have felt proud for training Scott so well. Instead, she let his success overshadow her and her work. One solution is to have a friend or supervisor let Luma know that she did a good job of training Scott. Luma should identify her strengths and contribute to the team within her limitations. To improve her skills, rather than compete through gossip, she should look into training to enhance her skills and build her confidence.*

### Scenario B:

*This could cost him his job if he is not able to adapt to the changes in his life. First, Jack will need to separate his problems at home from his work life. Although his home life is stressful right now, Jack needs to show self-control by not letting his personal matters interfere with his work. Right now Jack is being seen as very negative and unflexible because of the way he is acting towards the new management. He needs to try to be positive, flexible, and adapt to the changes at work. Change can be scary. If you don't keep a positive attitude, the fear can consume you. Often, changes provide new opportunities. With these changes Jack may learn a new skill that could help him in this job or his next job.*



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