DEFEATING CYNICISM IS AN EXERCISE IN RESPECT

Teamwork is often a crucial part of a business, as it is often necessary for colleagues to work well together, trying their best in any circumstance. Teamwork means that people will try to cooperate, using their individual skills and providing constructive feedback, despite any personal conflict between individuals. Teamwork is paramount.

Teamwork is selfless. It focuses on the end goal. Teamwork runs on the concept that the whole is greater than the sum of its parts. Thus, the foundation for teamwork is a common goal. If each team member has a different agenda, collaboration will be difficult, and it will become much harder to produce exceptional work and achieve goals.

Ensure your team is set up to work together and collaborate effectively by clearly defining roles and responsibilities aligned with goals on a regular basis. Both teamwork and collaboration involve a group of people working together to complete a shared goal.

Workers with the right attitude can spread their optimism to the rest of an organization. These engaged employees become driving forces within a business, delivering results in a variety of different ways. Getting these results depends on building a comprehensive corporate culture that supports workers and champions achievement.

High performance teams hold each other accountable for behavior and attitude. Those collaborating work together as equals, usually without a leader, to come up with ideas or make decisions together and as **leaders, mold consensus** to complete a goal.

Successful organizations place a high priority on training and development with the Human Resources Management function to execute team-based workshops and build teamwork skills among organizational members.

No matter how carefully you pick the members on your team, you may still end up with a negative employee. These workers do not necessarily fall into the category of "toxic," but they're just kind of a drag with their cynical, pessimistic worldview.

Cynicism is the tendency to believe that people are morally bankrupt and behave treacherously to maximize self-interest.

The only difference between a cynic and an ordinary person, is that the cynical person once encountered an event important enough to distort their outlook on life and lose trust in others.

Research in the College of Business – Social Sciences – suggests that being the target of **disrespect gives rise to cynical views**, which causes people to lose trust and predisposes people to further disrespect.

Cynicism can kill workplace productivity. Cynical employees can undermine your authority by suggesting to co-workers that you do not know what you are doing and make work a less enjoyable place to be for everybody. Constant complaining and the refusal to do certain tasks can adversely affect your small company's productivity. Ignoring a negative employee will not encourage her to stop and get to work.

No organization is immune to the potential dangers from cynicism, which are legion, and include: negative attitude; lack of trust in authority; communication breakdowns; organizational misalignment; squandered resources; stakeholder and customer dissatisfaction; operational inefficiencies as well as stifling a positive culture.

Deal with negative employees directly and try to resolve the underlying problems. Talk privately with the offending employee about their behavior and engage them in finding positive solutions to their workplace problems to keep cynicism from poisoning your business. Give the employee a chance to explain. She may have a perfectly good reason for her negative attitude. Find out how they came to feel disrespected and work with them to generate feelings of respect. Involve them with solution implementation.

Feeling disrespected and holding cynical views exacerbate each other over time; like adding fuel to the fire. Everyday experiences of disrespect elevated cynical beliefs and vice versa. Moreover, cynical individuals tended to treat others with disrespect, which in turn elicited more disrespectful treatment by others.

The end result is a vicious cycle: cynicism and disrespect fuel one another. If they are experiencing job dissatisfaction, find a way to improve their morale. For instance, if they feel ignored by management, make a point to praise them when they do a good job.

Tell all employees that **negative behaviors and attitudes will not be tolerated**. Provide specific examples of behaviors that you do not find acceptable, such as "raising your voice when talking to co-workers" or "calling customers stupid." Explain the consequences of further behaviors of this nature. Discipline any employee that continues to engage in these behaviors after a one-on-one conversation about them.

Managing negative employees requires its own set of skills and approaches, a direct, **solutions-oriented conversation** with the employee can uncover problems or circumstances driving the behavior. Be transparent and truthful, even when it is bad news. If there is even a hint that you could be lying, covering up, or being evasive, employee cynicism will be validated. Trust will be shattered.

When it comes to monitoring your employees overall, several key figures in a company are responsible for such a task, from management to human resources. A direct supervisor can determine exactly how an employee's attitude affects both their work performance and the people around them. Pinpoint problems with the employee's attitude and determine what, if any, action must be taken to remedy a poor attitude.

Track the employee's progress. Keep a record of any further incidences of negativity that occur after your meeting. If the problem persists and she does not resume her normal job duties, meet with the employee along with a human resources representative. **The manager can coach behavior; but can not coach attitude.**

If the employee refuses to work and does not improve their attitude, consider suspension or termination.

Cynicism is an attitude of skepticism and suspicion characterized by a general distrust of others' motives and an inclination to believe that people are motivated purely by self-interest. And while the best course of action will vary depending on the situation's specifics, this dynamic should not be ignored, because it can affect culture and the morale of your other employees.

Usually, cynicism is a sign that people are **feeling hopeless and powerless**. They may feel unsafe, devalued, not listened to. They see leaders as being ineffective or as not truly having their best interests at heart. And they have no faith that the organization will ever change things for the better. It is incumbent on the leader to council the employee.

They may have never seen any evidence of positive change. Having the ability to collect feedback in real time can help leaders adjust engagement programs and management styles. The leader can manage employee behavior and hold them accountable.

Having a person with a bad attitude on the team is terrible for morale, bad for customer service, reduces productivity and slows down performance on the team. If you are in a leadership role, realize that you cannot coach attitude. What is interesting when you start getting people to change behavior and **hold them accountable**, their behavior often changes, and this amazingly improves their attitude. Teamwork is paramount.

Creating a positive and supportive environment in which employees can thrive is the best way to eliminate negative attitudes. However, monitoring an employee's attitude generally falls to the people with whom the employee works most directly.

Remember, **'respect'** is the word. All feelings, good or bad, are triggered by respect or the lack of it. So, even if you have a cynical teammate, learn to respect their strengths.

Cynical people are thought of as difficult to deal with, always pessimistic, and are like energy vampires whenever you are near them. But the truth is, most cynical people are just people who have been betrayed or let down in the past. Because of their experiences, it is a lot more difficult for cynical people to trust others, and they often think that most people are bad.

Most people saw the cynic as a pessimist that was trying to bring everyone else's morale down. But to the person who **listened carefully** to what the cynic was saying, realized that the words of the cynic had solid truth.

In society, cynical people are often avoided because of their negative attitude and opinions. As a result, they often act stubborn and isolated because others are treating them like outcasts. But if you try to understand them instead of judging them like everyone else, they will be compelled to add details and suggest solutions.

In summary, experiencing disrespect gives rise to cynicism and cynicism elicits disrespect from others, thereby reinforcing the worldview that caused these negative reactions in the first place. As a leader, we take our work culture very seriously. Everyone understands how they should behave, and what kind of energy they should bring into group conversations. Every team member understands they are there to attain the best version of themselves, and if someone is displaying the attitude of a cynical person and holding others back, they must change, or they will be removed.

We are often hesitant to set standards for good work attitudes and discipline employees for having bad ones. Part of this hesitancy may be in our inability to talk about attitudes in clear and precise terms. An attitude is a psychological state of mind. In the workplace, employees choose to have either a positive or negative attitude about specific work tasks, products or services, co-workers or management, or the company as a whole.

A **Performance Improvement Plan** (PIP) is a tool used by managers and HR to help employees identify and create an action plan to correct deficiencies present in their performance. Also known as a performance action plan, is a tool to give an employee with performance deficiencies the opportunity to succeed. It may be used to address failures to meet specific job expectations or to improve behavior-related concerns.

By combining the three main aspects of coaching, feedback and goal setting, employees are presented a concrete roadmap of performance initiatives that they want to achieve, along with developmental training on how they can succeed throughout their role.

Professional coaching is not about dictating to employees what you want to see; instead, it is about working together to construct a motivated performance improvement plan.

From the outset of the PIP, a leader should gauge how much responsibility they ought to take for the fact that the PIP has arisen. All of these best practices fall on leaders, and leaders must look at PIPs as opportunities for improvement in their own leadership.

Setting and measuring goals, having an alignment of purpose, and being welcoming of different voices, all serve to create an atmosphere where consensus is not something to be sought but, rather, is something that just is central to the ethos of a company.

Successful teamwork in the workplace requires employees to get along with each other, use all members' strengths productively, tolerate each other's differences, and work cooperatively to achieve the team's goals. This also means sharing the credit.

The key with good teamwork is to use all employees' strengths and avoid sacrificing valuable individual differences so that it is a win-win outcome for everyone. The most diverse workplaces can often inspire the best teamwork that results in big success for the organization. A great sense of satisfaction can come from a diverse team's productivity.

When an employee is enthusiastic about his job, they do not complain about having to do certain things when asked talk bad about management behind their backs or act like it is a strain to come to work. The enthusiastic employee has fun at work, accomplishes a lot, and enjoys the day, which always seems to fly by.

A professional attitude involves a diligent, conscientious approach to doing what is necessary to help the organization demonstrate its values and accomplish its goals. There is no room for mediocrity, disrespect, gossiping, bullying, harassment, substance abuse, poor appearance, discrimination, or unsafe practices in any workplace.

Responsibility is best demonstrated by a mature work attitude. Such an attitude involves a willingness to grow and improve, to communicate with honesty and openness, respect for property and using one's talents to their fullest. A mature, responsible work attitude also includes perseverance, fulfilling promises, follow-up, going the extra mile and assuring a safe workplace.

A funny thing happens when all employees practice the right work attitude. They all perform their jobs well, they enjoy doing these jobs, and the organization prospers.