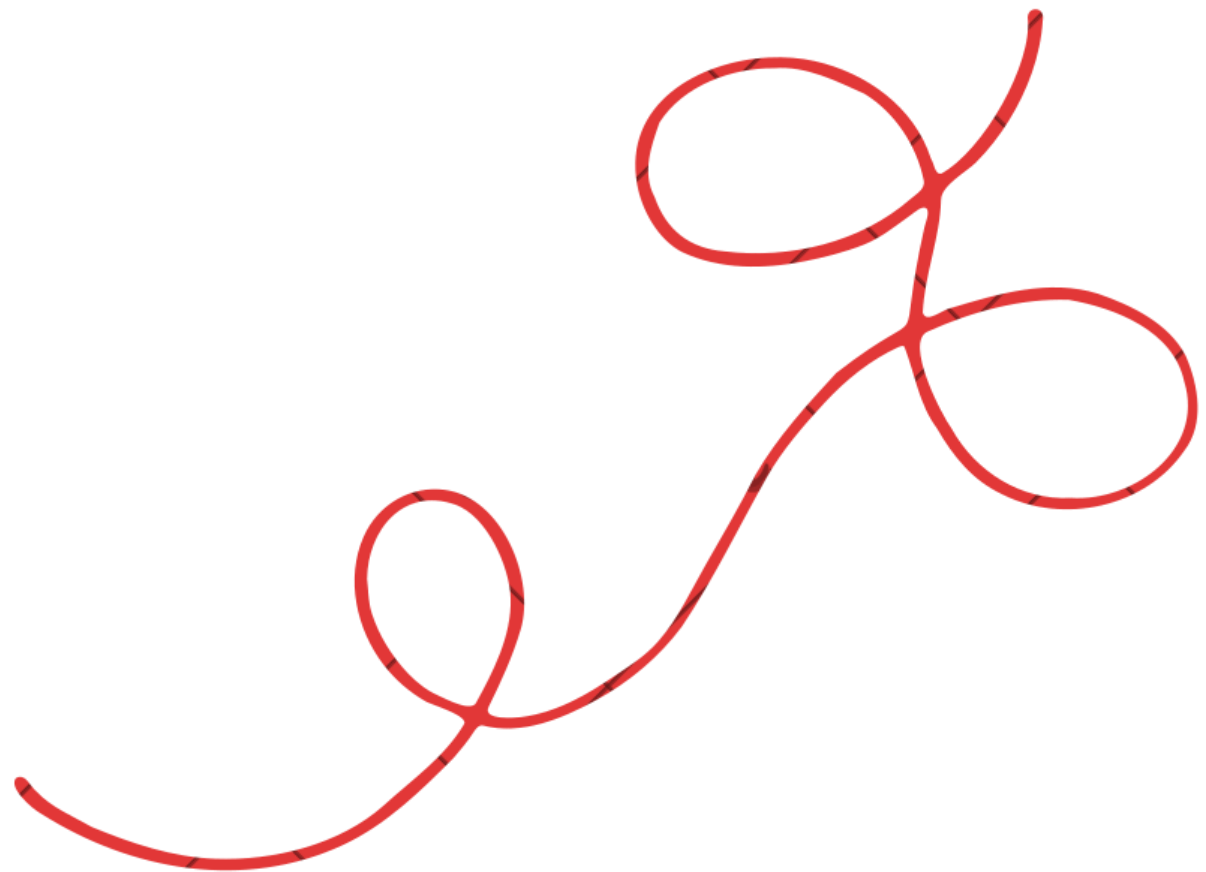


15

**«Difficult» types of
employees to work
with**

**Employees are not
“difficult”, we simply
don’t know who to work
with them**



1. The Silent Sabotage Maker

How do they behave? They never argue, but tasks simply seem to “disappear.” Promises aren’t kept. And then comes the surprised face: “Oh, I didn’t know it was urgent.” They try to do the bare minimum.

What to do:

- Provide regular feedback
- Don’t ignore the silence — it’s a signal
- Clarify the area of responsibility, deadlines, and control mechanisms

2. The Constant Complainer



How do they behave? They constantly complain—something is always wrong: management, the workplace, colleagues, even the weather. Usually, their output is far less than their words. They say everything is bad, but **don't offer solutions.**

What to do:

- **Listen**, but set boundaries: “To make this effective, let's think in terms of solutions.”
- **Don't give in** to their negative energy—guide the conversation toward constructive discussion.
- **Highlight the positives:** “I know this is a challenge, but what can we focus on to improve the situation?”
- Chronic whiner often just need to feel heard. If you treat them as someone who wants to find solutions, rather than just a source of constant negativity, their attitude can shift.

3. The Quick Give-upper

How do they behave? They get excited very quickly, but at the first sign of difficulty, they become discouraged and start doubting their abilities. They may pause the work, give up on the task, or wait for others to step in and solve the problem. This type of employee is usually highly sensitive to failure.

What to do:

- Help them focus on **small wins**, so they can see progress and regain motivation.
- Provide **practical, step-by-step support** to help them overcome challenges.
- Encourage

4. The Always Scared

How do they behave? This employee is constantly worried—*Will they think I made a mistake? Did I understand the task correctly? What if I mess up?* They often avoid taking initiative and don't dare to ask questions or suggest new approaches. Their lack of confidence can affect productivity, as they spend too much time overthinking even simple tasks.

What to do:

- **Create a safe environment** where they feel comfortable asking questions without fear of criticism.
- **Actively encourage** independent decision-making.
- **Provide support** by showing that even mistakes are valuable learning opportunities.



5. The Avoiding

How do they behave? They try to minimize their responsibilities as much as possible—constantly finding reasons why **someone else** should do the task. They may refer to “past experience,” say things like “*That’s not my responsibility,*” or simply ignore the task, hoping it will end up on someone else’s plate.

What to do:

- **Clarify responsibilities** to eliminate ambiguity.
- Clearly state that this task **falls within their role**.
- **Encourage accountability** by discussing how their actions affect the rest of the team.
- **Consistently monitor progress** so that tasks don’t get left hanging.

6. The Robot

How do they behave? They are **pedantic**, precise, and strictly follow the plan. If you change the task or the deadlines along the way, they tend to get irritated, “freeze,” or go silent.

What to do:

- Assign tasks **in advance**
- **Don't break** deadlines without discussing it
- Communicate **clearly and step-by-step**



7. The Energy Consumer

How do they behave? This employee is consistently **negative in attitude**, constantly complaining or spreading a sense of dullness around them. They may affect the team's overall productivity by **slowing down processes** and reducing general motivation.

What to do:

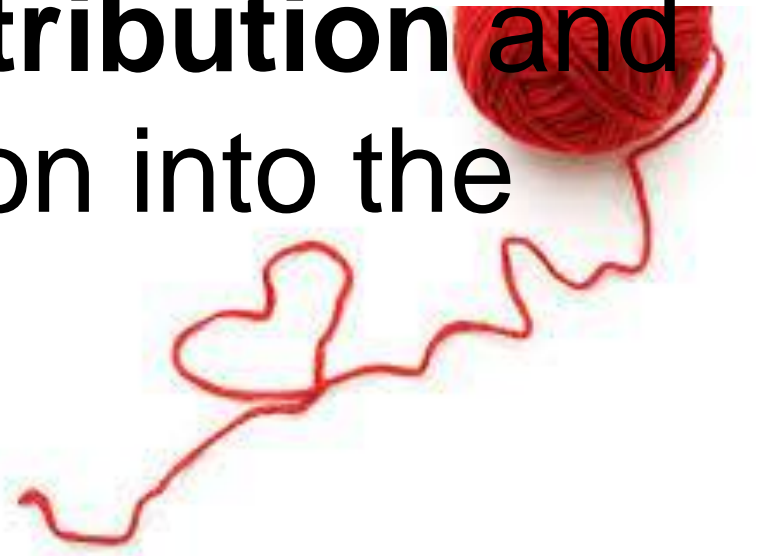
- **Identify the root cause** — what's making them constantly dissatisfied? There might be a system-level issue worth addressing.
- Help them **focus on solutions**, not just complaints. You might redirect the conversation like: *“Yes, this is a challenge, but what can we do to make things more effective?”*
- **Motivate them** by highlighting team successes and engaging them in new idea discussions. When they feel that they can make an impact, their attitude may begin to shift.

8. The Romantic

How do they behave? They seek meaning every day and do everything through **inspiration**. If they don't see a purpose—they lose focus, get distracted, or “disappear.” They have a deep need to understand the “why.”

What to do:

- Show them the **value** behind the task
- Yes, even in routine or repetitive work
- **Acknowledge their contribution** and bring emotional connection into the interaction



9. The Hyper Independent

How do they behave? They trust only their own abilities and are reluctant to accept help or engage in teamwork. They're used to solving problems independently, which can hurt collaboration. At times, this self-reliance leads to disorganized work or avoidable mistakes that could've been prevented with team involvement.

What to do:

- Give them **clear and structured tasks**
- Emphasize the **importance of teamwork**
- Create an environment where they **feel secure and confident**

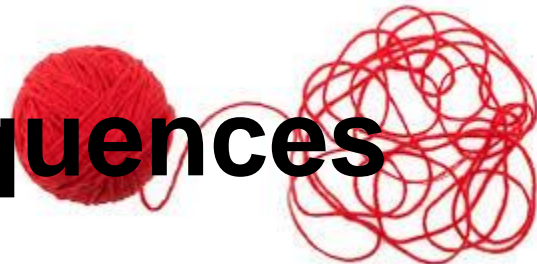
10. The Passive

Rebellion

How do they behave? They're always polite, yet go about things **their own way**. They silently miss deadlines and later nod innocently: *"Oh, I didn't realize it was urgent."* They don't seem to recognize boundaries or fully grasp their role.

What to do:

- **Ensure clarity** — confirm they've truly understood the task
- **Put agreements in writing** to avoid ambiguity
- **Set clear boundaries and consequences**



11. The Attention Seeker

How do they behave? This employee enjoys being at the center of attention and often dominates discussions. They constantly seek recognition for their contributions. They talk a lot, and if they feel ignored, they may get irritated, temporarily withdraw, or appear upset—but inevitably come back seeking attention again.

What to do:

- **Set constructive boundaries**, such as asking for attention to be distributed equally among team members.
- **Encourage teamwork**, emphasizing that success is the result of collective effort, not just individual contributions.
- **Assign them a role** where they can channel their energy productively—for example, by leading a project or taking part in more creative initiatives.

12. Hyper Active Overloaded

How do they behave? They work non-stop, always trying to go above and beyond what's expected. But eventually, they become **overworked and lose focus**. This overextension can negatively affect the quality of their work.

What to do:

- **Encourage a healthy work-life balance**
- **Emphasize that the priority is quality, not quantity**
- **Help them manage their energy by organizing their workflow more efficiently**



13. The manipulator

How do they behave? This employee tends to **create tension within the team** by spreading rumors, manipulating information, or trying to influence colleagues in subtle and indirect ways. If left unmanaged, they can seriously undermine the atmosphere of trust in the workplace.

What to do:

- **Consistently promote open communication** to reduce opportunities for behind-the-scenes manipulation
- **Clearly define team values and acceptable behavior** so boundaries are understood by everyone
- **Stay neutral and fact-based**—don't let yourself get pulled into emotional dynamics or games
- **Firmly communicate your stance**, making it clear that manipulation is not acceptable and won't be tolerated

14. Slow and too much Detail-driven

How do they behave? This employee loves diving into the details, often striving for perfection—which can sometimes lead to **inefficiency**. While their meticulousness is valuable, the time spent polishing every aspect may impact overall productivity.

What to do:

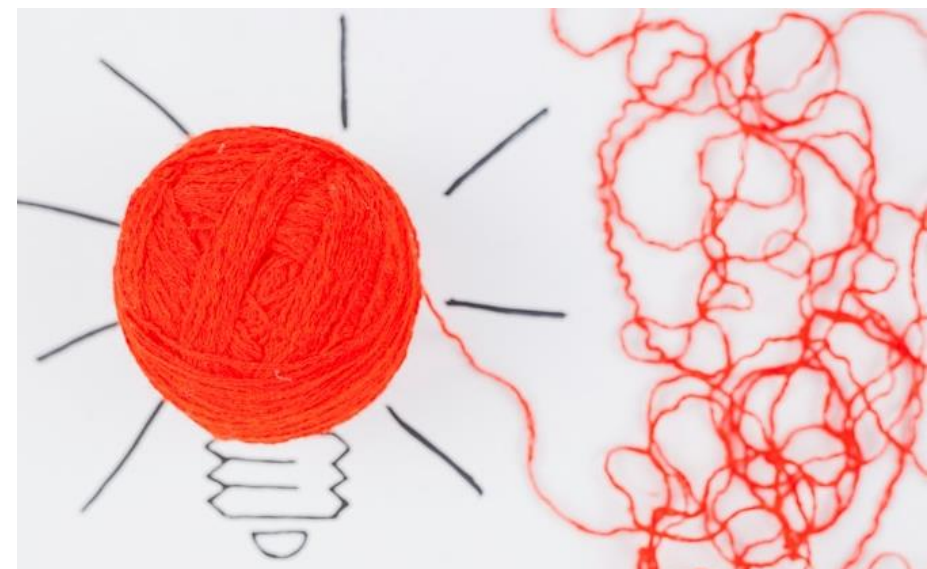
- Help them **set clear priorities**, so they know what truly needs that level of detail
- Provide **firm deadlines and structured work methods** to help maintain productivity without sacrificing quality

15. The Visionary Wanderer

How do they behave? This is a **creative employee** who constantly brings fresh ideas and solutions, but often struggles to follow them through to completion. They get excited about new concepts quickly, but by the next day, they're already chasing a different idea—leaving previous ones unfinished.

What to do:

- Help them **develop a clear strategy** to structure their ideas and execution
- Encourage them to **stay focused on current tasks**, while collecting new ideas for future discussion and planning



Every employee has their own unique traits, and even so-called “difficult” individuals can become a **strong asset to the team**—if approached the right way.

Differences in working style are not a problem, but rather an **opportunity to strengthen teamwork, improve communication skills, and enhance overall performance.**

When we take the time to understand our people' **motivations**, working styles, and preferences, we can collaborate more effectively and move closer towards shared goals.

The best leaders don't avoid
“difficult” employees—they **learn
how to collaborate with them
effectively.**

