
B A L T I M O R E

BUSINESS JOURNAL

Vol. 24 No. 13 © 48 Pages

November 3-9, 2006 \$2.00

CAREER COACH

Question: I'm not getting the results I want in the workplace. I feel like some employees and colleagues are incompetent. What should I do?

Answer: Often, we blame others when we should look in the mirror. Are your expectations clear? Are they realistic? Have you communicated them directly to the other people involved?

- Make sure you clearly state your expectations and what employees or colleagues can expect from you. Confirm their understanding of what you have said.
- Notice your perspective. If you are treating the other people as incompetent or they perceive that are talking down to them, they will seem incompetent. They will know how you feel. If you act as if the others are valuable team members, they will feel your belief in them and likely produce stronger results.
- Lastly, do these people have the skills, tools and attitudes needed to do their jobs successfully? Don't assume they do just because you do. Adults aren't likely to admit that they don't know something. Inquire where employees or colleagues need support.



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