



3 Minute Mentor

Episode 27 Show Notes

Episode 27: Dealing with passive aggressive behavior.



There are many different ways people can cause problems in teams and at work.

What is Passive Aggressive behavior?

According to Wikipedia:

- Passive-aggressive behavior is passive, sometimes obstructionist resistance
- to following through with expectations in interpersonal or occupational situations.

Manifests through

- helplessness, procrastination, stubbornness, resentment, sullenness, or deliberate/repeated
- failure to accomplish requested tasks for which one is (often explicitly) responsible.

They do say that it is a defense mechanism, and usually only partly conscious

But is it's stopping you work; it can be very negative on team and its ability to get work done.

What can be done about it?

- Firstly it must be recognized and this can take some time to do
- I suggest you collect at least three examples to make your case: so it's not a one off thing
- You should document the effect on the team and the timelines
- Then you can be open about addressing it with the person: directly or through their manager
- If it does not improve you should escalate higher

How you stop yourself?

The best way to not be passive aggressive is to be transparent in your decision making

Be clear about what you are and are not going to do it

Even if this is a difference thing to say – learn to say no, allow yourself to be escalated

If your decision is bad it will be reversed but you will be respected for your honesty

Bottom Line: Passive Aggressive behavior is a cancer that can strike a team, it needs treating and removing if the team is to survive and succeed.