



It's time for positive

# CHANGE

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## What To Do When Your Team Clashes?

UXL, September 2015



Teamwork is vital in a workplace. **A healthy team is one where every voice is heard, different people step into different roles, and everyone is working toward a common purpose.** Sounds simple, right? Not always. You'd be amazed how often clients come to me with issues that stem from a lack of effective teamwork in the office.

There are many different reasons a team might not click. Personalities might clash, team members might do more gabbing than actual work, the team might not have adequate resources, or team inspiration might be low.



*from the*  
UXL BLOG

## This month, I'll address one major cause of team disconnect: **Clashing personality types**

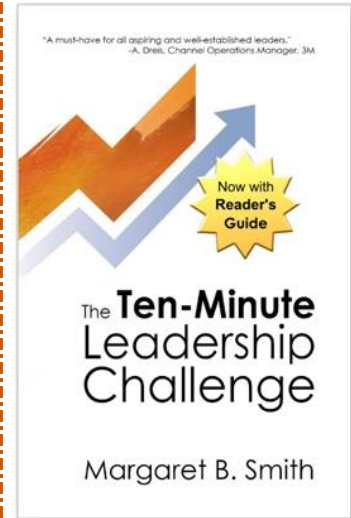
Have you experienced the incredibly awkward dynamic of **two strong personalities butting heads in a team meeting** or during a team project? Are you one of those strong personalities? Or are you one of the ones who just tries to stay out of it?

Whatever the case, teams with clashing personality types usually get nowhere. If two (or more) people are constantly vying for leadership, each meeting will be more about puffery and less about the actual work. I've often seen situations like this when there is a lot of [red energy in the workplace](#). (For more on the [Insights® color energies click here](#)). A person who leads with red energy is usually confident, action-driven, and to-the-point. This can be a good thing in the business world, but, if left unchecked, that personality type can easily become stubborn, terse, and controlling.

How to overcome clashing personalities?

1. **Identify the root of the conflict and address it with the team.** Be diplomatic. For example, "It seems like some of us have different ideas about how to approach Project ABC. Let's address our differences before moving forward."
2. **Communicate!** Don't stay silent about an issue and DO NOT talk about others behind their backs. Instead, be direct and forthright with your group. If you feel it isn't your place to address the group directly, go to the team leader and bring up your concerns.
3. **Focus on the big picture.** Make sure your goal is clearly identified, then create a roadmap that lays out how to reach your goal.
4. **Make sure all voices are heard.** When having a team meeting, make a mental note of who has shared their thoughts and who has not. Make a concerted effort to ask the quiet team members for their opinions. Your example of inclusionary behavior will help others in the group become more aware of who has and has not voiced their thoughts.
5. **Give everyone the chance to shine.** As you go along with your group project and individuals are assigned specific tasks, make sure everyone is comfortable with their role or assignment. If someone is discontent with what they're doing, it may cause them to act frustrated or lash out at others. This is a case of trying to fit a square peg in a round hole. By guiding your teammates into appropriate roles, you can help avoid negativity, which can cause tension among the whole team.

Every team is different, of course. Some tactics might work better with some teams than others. Ultimately, it all comes back to



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### **Tapped Out? Nap It Out!**



The evidence is building! Taking a nap in the middle of the day can help

communication and the willingness to talk things over, rather than let them fester in the background.

Good luck working with your team and overcoming clashing personalities. In a future blog post we'll talk about a different kind of team problem: too much of the *same* personality! [Subscribe to the UXL blog](#) and look for that post soon!

Until next time,



Margaret Smith

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Author of [The Ten-Minute Leadership Challenge](#)

# Thank You For Reading!

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**To Redeem:** Email Margaret at [margaret@youexcelnow.com](mailto:margaret@youexcelnow.com) and mention this offer.

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you rejuvenate, concentrate, be more productive, and boost your creativity. How to nap at work without creating a fuss? [Read more here.](#)

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# About UXL

**UXL's** mission is to create leaders, promote positive change, and enable businesses and individuals to transform their dreams into reality.

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