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Reasons for Conflicts at Workplace and Possible Solutions by Cody

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Workplaces are highly pressurized environments in which conflicts are always bound to happen. However, the nature of the conflict may vary depending on the situation. Conflicts can be broadly classified into five main categories.

Interdependence -The first type of conflict at workplace can be caused due to Interdependence. Such issues happen when a person depends on some other person to help him or her out at work and when the other person fails to lend a helping hand. For example, if a team leader repeatedly turns up late to work or if he fails to send the consolidated reports to the team manager, then it puts pressure on the latter to prepare the report. Obviously, without proper co-operation it is highly impossible for the head-of-the-team to achieve the expected results.

Difference in working style may also lead to conflicts in a stressful work environment. For example, though all the people working in the same team with the same target, the pace and quality of the working style differs from person to person. Some might accomplish the individual task well ahead of time while others may drag it until the very last moment. This in turn puts more pressure not only on the sluggish-paced worker but also on the entire team.

Partiality - Factors such as differences in the background or gender may also lead to conflicts at workplace. This is one of the commonest problems at workplaces too. More often than not, the team leader gives priority to one of our colleagues for some personal reason or attachment. It may be due to the well-off background of the person or the weekend-party between the two. Partiality may also arise due to gender. The supervisor may happen to like a girl in the team and may be a bit more kind to her. Such things do happen in a work environment which can also lead to misunderstandings and conflicts.

Personality clashes- These types of clashes may be caused due to disrespect, misconceptions, or lack of commitment of the employee. Moreover, even a silly comment for that matter might fuel a clash between the co-workers.

Simple tips to avoid conflict at workplace

Having good relationships with people is as important as having ADT Security Systems at our homes. Next time if you find yourself involved in a conflict, be sure to bring to your mind some of the useful tips mentioned below.

First of all, be honest and candid in your opinion. This will make things clear and avoid confusions among the co-workers. It will also ensure that your colleagues donâ€™t suspect or talk at your back when you are away. This is one way of maintaining a smooth relation with your colleagues.

If there arises any unexpected conflict between you and your colleague, try to calm him down before discussing about the issue. Take him away from the spot and tell him that this is how you understood it and the mistake is yours provided you were the one who fuelled the argument. If the mistake is on the other personâ€™s part, then there is nothing wrong in volunteering to put an end to the conflict.

Nevertheless, if any of the above techniques suit you, then here is a perfect shortcut for you. A good way to avoid any kind of conflict with your co-workers is simply by not indulging in any of their personal matters. And, make sure you donâ€™t go too much in sharing any of your personal issues with

them either. In general, not all co-workers can be trustworthy. Hence it is always good to keep a distance with them but make sure that you donâ€™t express it to them. The ultimate fact is, we go to office to work. Making friends is not our primary goal!

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