

Ask Our Expert...

Linda Allan



LINDA ALLAN

*Behaviour in business
that's great for business*



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Question: I've been a manager for many years. With downsizing, employees are fearful of losing their jobs and that's reflected in their behaviours. What advice can you give to employees tempted to compromise their conduct in an effort to keep their job?

Advice

Many employees resort to unproductive, unsupportive and even unethical behaviours in an attempt to keep their job. When such tactics are used, even out of fear, you no longer have a fine reputation. Be guided by the highest standards and be confident others are looking... and taking note! Avoid the following which are sure to sabotage anyone's job security.

1. Lying: Whether on a résumé or biography, in a document or a meeting, to one person or the public, lying is dishonest – no matter how small or well-intentioned. Lies will catch up with you, so save yourself the trouble. And don't exaggerate either or commit "errors of omission". All are the mark of a serious character flaw.

2. Casting blame: Don't be cowardly and cast blame on others or the "team" in an effort to avoid responsibility. If the error was yours, own up to it quickly and try to correct it. That shows strength of character and accountability which most companies greatly value.

3. Taking credit: Passing off someone else's thinking as your own, or taking credit for someone's efforts, work or ideas is disreputable. It's the mark of someone who isn't smart enough to think for themselves. And if someone gives you undue credit, tell them it wasn't you and state who was. They'll applaud your career confidence.

4. Spreading rumors: Don't highlight a colleague's shortcomings as a chance for you to look good. If you think someone's behaviour is unacceptable, say so in the proper way and at the proper time. That shows you have the company's best interests in mind.

5. Keeping under the radar: Don't lie low in order to stay out of trouble and the spotlight. That's unproductive and unprofitable. Instead come up with new ways to sell more, save money, raise awareness or anything else that may help the company's competitive edge.

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