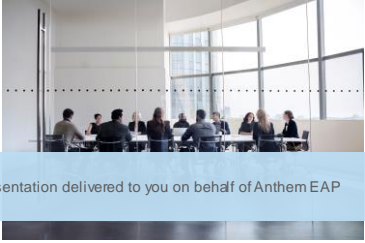


Elephant in the Room



A presentation delivered to you on behalf of Anthem EAP

AnthemEAP

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Objectives

- What is 'The Elephant in the Room'
- Examples of 'Elephants'
- The Role of Media
- The Impact of Political Conversation at Work
- Why Are Elephants Hard to Confront?
- Dealing with the Elephant
- Managing Challenging Personalities
- Addressing Challenging Behavior
- Setting Boundaries
- Motivating Teams Post Elephant Event
- Key Points

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What is the 'Elephant in the Room'?

An obvious problem that nobody wants to discuss because it may make some people uncomfortable, it may be inflammatory or controversial

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Some Examples of 'Elephants'

- Politics
- Gun Control
- Sexuality
- Environment
- Social Media
- And many others....

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The Role of Traditional and Social Media

Our views become more transparent

- Emotions are high
- Views may divide friends and family

Evaluate the sources of information

- Tap into liberal and conservative sources
- Reliable sources: Wall Street Journal, New York Times

Global Perspective

- Other countries view us through media
- What are their perceptions of us?

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The Impact of Political Conversation at Work

Workers in the 18-34 age group more likely to...

- Experience negative job related fallout
- Have difficulty accomplishing tasks
- Feel isolated from co-workers
- Experience an increase in hostility around the office, after having conversations about politics at work
- Older workers have more experience with elections; hold a more historical perspective
- Men are four times as likely to argue with a co-worker about politics

Source: Harris Poll for the American Psychological Association

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"Most people spend more time and energy going around problems than trying to solve them."

- Henry Ford



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Why are Elephants Hard to Confront?

- Size
- Reaction
- Avoidance
- History

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Dealing with the Elephant

- Be proactive
- Verify and acknowledge the issue
- Make a plan
- Discuss the issue

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Managing Challenging Personalities

- Unreliable
- Unpredictable
- Demanding
- Negative
- Mean

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Addressing the Challenging Behavior

- Describe and document the behavior
- Discuss it with your employee
- Don't make it personal
- Be specific
- Discuss progress plans

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Setting Boundaries



- Necessary vs irrelevant
- Define limits of the topic
- Acknowledge differences
- Be sensitive to others' opinions and identities

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Motivating Teams Post ‘Elephant’ Event

- Take action
- Conduct team building exercises
- Communicate

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Key Points

Reflect back on the information presented today:

- What is the most important thing you learned?
- What is one thing you will do to address elephants that cross your path?
- How do you prevent elephant situations from disrupting the workplace?

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