Elephant in the Room



Anthem EAP

1

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

2

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

3

Some Examples of 'Elephants'

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

4

4

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?

5

5

The Impact of Political Conversation at Work

Workers in the18-34 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

6

6

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

- Henry Ford



7

Why are Elephants Hard to Confront?

- Size
- Reaction
- Avoidance
- History

8

Dealing with the Elephant

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

9

Managing Challenging Personalities

- Unreliable
- Unpredictable
- Demanding
- Negative
- Mean

10

Addressing the Challenging Behavior

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

11

Setting Boundaries



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

12

Motivating Teams Post 'Elephant' Event

- Take action
- Conduct team building exercises
- Communicate

13

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?

14

Evaluation Survey QR Code

15



16

THANK YOU FOR PARTICIPATING!

Elephant in the Room

Anthem EAP

EAP products are offered by Anthem Life Insurance Company in New York. Anthem EAP products are offered by Anthem Life & Disability Insurance Company in Colorado. Anthem EAP products are offered by Blue Cross of California using the trademark Anthem Blue Cross. ANTHEM is a registered trademark. Use of the Anthem EAP website constitutes your agreement with our Terms of Use.

17