

How to Work with Jerks

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The Best/Worst Person you ever Worked for





Employee Turnover

**ESTIMATED COST
OF REPLACING
AN EMPLOYEE**



**UP TO 200% OF THEIR
ANNUAL SALARY**

Attrition


Lack of Engagement



MOTIVATION

It's not that I'm lazy, it's that I just don't care.





Diffuse tense
situations and
mitigate
conflict

Keep your
cool during
heated
discussions

How to build
trust and gain
influence in
the
workplace

How to
communicate
effectively

**Strategies that you
will Learn**

Agenda



**WHO ARE JERKS AND
WHY DO THEY EXIST
IN**



**IMPACT POOR
RELATIONSHIPS
HAVE ON
WORKPLACE**



**STRATEGIES FOR
BUILDING
SUCCESSFUL
RELATIONSHIPS**



**BENEFITS OF
BUILDING
SUCCESSFUL
RELATIONSHIPS**

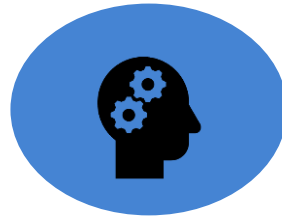
What is a Jerk?



**I am not arrogant.
I'm just a lot better
than you.**

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Work Jerk Definition



{NOUN}

**SOMEONE WHO DOESN'T
USE SOCIAL SKILLS AS A
NECESSARY JOB SKILL**

Unaware



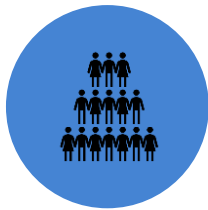
Doesn't Care





**How I became
a Jerk**

Four circumstances



**Lack of
Generational
Awareness**



Lack of Training

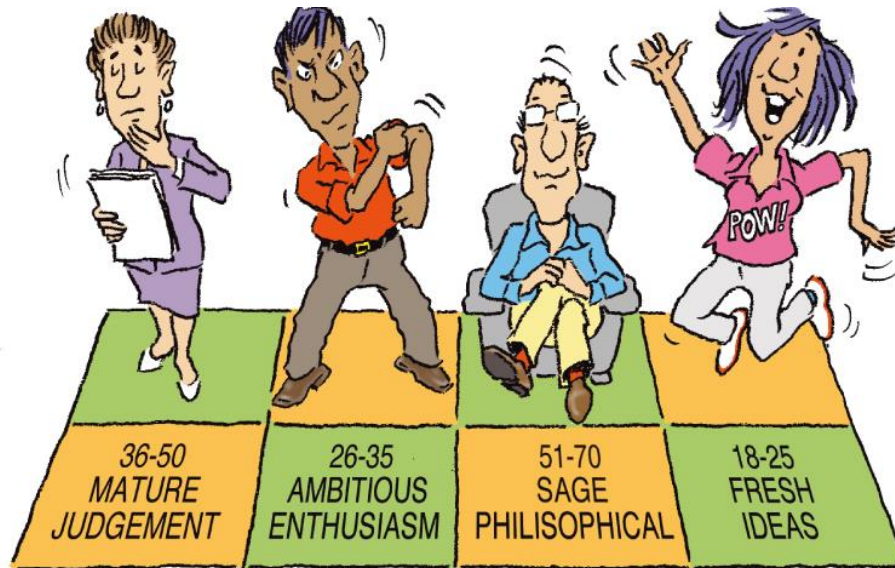


**Financial
Uncertainty**



Technology

Lack of Generational Awareness

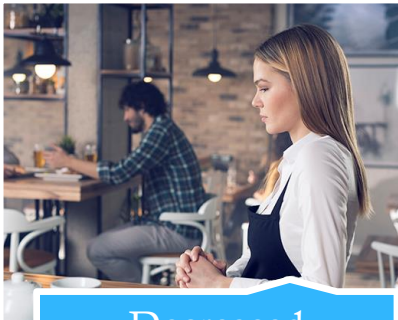


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Lack of Training and Preparation



Impact on the Workplace



Decreased
Productivity



Work Absence



Poor Relationships

Workplace Violence



*Violence accounts for
17.8% of simple
assaults & 12.9% of*

Violence in the Workplace



**How can you
Build Better
Relationships?**

Recognition



**Ask for informal
feedback**



**Ask what, not
why**



**Think Regularly/
Write in a journal**

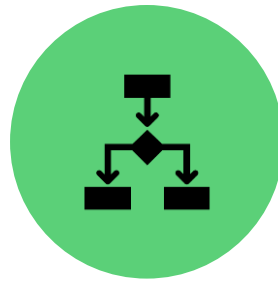


**Take a personality
test**

AAA Method



**ASSESS THE
SITUATION**

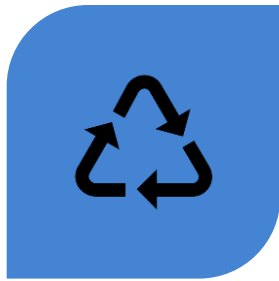


**ANALYZE THE
DECISION**



**ACT WITH
CLARITY**

Perspective



**CREATE A SAFE
ENVIRONMENT**



**EMPOWER, DON'T
MICROMANAGE**



**LISTEN,
UNDERSTAND,
VALIDATE**

***“Success is not measured
based on the work we
produce; it is measured based
on the relationships we build.”
—Eric L. Williamson***



ANY FINAL QUESTIONS?

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