

Simone Janson (ed.)

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team work



Psychology Development

Employee motivation, project & personnel management to joint success, perfect leader-communication, argue & solve conflicts, achieve common goals

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Teamwork Psychology Development

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Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback

For its interactive concept, the publisher was not only awarded the Global Business Award as Publisher of the Year by Corporate Vision Magazine and supported by the Minister of State for Culture and Media of the Federal Republic of Germany, but also repeatedly recognized in renowned media such as **ZEIT**, **Süddeutsche**, **personalmagazin**, or the special magazine **Personalführung**. For example, the **FAZ**, one of the most influential Newspapers in Germany, attests to us "good actionable tips" and customers like the **Press and Information Office of the German Federal Government** are enthusiastic. You can find many more reviews as well as information on free review copies at <https://best-of-hr.com/press/>.

Renowned experts from various fields - overview in the table of contents - have compiled their expertise and experiences to provide you with valuable insights and advice, practical and condensed. As a reader, you will also receive working materials as part of your book purchase, which you can download for free at <https://best-of-hr.com/academy/>. In addition, workbooks are available to help you reflect on the inspirations from this book.

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Your Benefit in concrete Terms: Content, Organization and Structure of the Book

Briefly and concretely this is your benefit from this book: You support certified climate protection projects, quickly receive compact information and checklists from experts as well as access to AI extensions and the possibility to individually live your inspirations as an experience. Because what is the secret of successful teams? The simple answer is: First of all, the right combination is important. The fit of different characters and team psychology are the real reason why some teams produce excellent results and many others fail. Team spirit is the magic word here, so that a group of people effectively works together as a team, a certain feeling of togetherness is necessary. And this does not happen by accident: Team leaders, project managers and HR managers must also be able to use their team effectively, develop it and lead it to success. This book reveals how to do this.

You will receive valuable resources through this [unique publishing concept](#) that will enhance your knowledge, stimulate your creativity, and make your personal and professional goals achievable. This allows you to discover new ways, expand your thinking, and improve your skills to experience success. You will receive concrete advice, proven methods, and strategies to overcome challenges and overcome obstacles. By providing specific action steps and practical guidance, you will learn how to define your goals and develop plans to progress step by step. The clear structure and our special, highly detailed table of contents support you in quickly finding the desired information and implementing it directly into practice.

This is not only contributed by the expert articles of renowned experts but also by numerous inspirations from successful managers, entrepreneurs, and other exciting personalities. Their stories and experiences serve as vivid examples of how challenges can be overcome and goals can be achieved. Through their inspiring narratives, you gain insights into proven strategies and practices that you can apply to your own situations. Different, and potentially contradictory, aspects of the topic are deliberately addressed. This allows you to examine, reflect on, and weigh the various pros and cons optimally. This ultimately enables you to gain different perspectives and improve your knowledge to develop a deeper understanding of complex topics and find innovative solutions.

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Experience Success and Inspiration: Discover your Way and support Sustainability

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Typology of teamwork - 5 tips: Difficult colleagues and how to deal with them!

// By Svenja Hofert

One slips off the boss, the other steals ideas and the next sets the alarm clock at 17 p.m. at the end of work. Almost every team has at least one “funny” colleague or boss. But what to do about it? 5 types and 5 tips!

5 types of difficult colleagues

There are 5 types of difficult colleagues who like to disrupt departmental peace and personal satisfaction at work. There are 5 types. I will show you here which measures are particularly effective here.

1. The lazy colleague

If you have to pay off that the colleague sees his / her job only as work and not as a task, then you should take action.

The solution: address this in private. Announce your criticism and formulate it from a first-person perspective: “I understand that you want to be on time with your football club. The consequence for me, however, is that I still have to do your work. I therefore feel overworked. How can we change that? ”

2. The thief of ideas

He or she is always at the forefront of the mouth and spends your ideas in front of the boss as his / her.

The solution: Communicate your ideas clearly in front of the team and the boss, which makes it difficult for the idea thief to “steal your mouth”. You can also sketch ideas in writing. Say if it was your idea. "Wait a minute, I already suggested that on Thursday?"

3. The self-portrayal

He and less often she does not speak and work. He often works as a manager or in sales. Suggest to switch roles in a “team project”.

The solution: The organization of the next Christmas party. While you inform your colleagues and give a speech, the self-porter should take over the organization. Quasi as a self-awareness exercise for both sides.

4. The Nagger

He, rarely she, has something to complain about. That annoys you and the team! Talk to your colleague about it, but please do it in private.

Arrange a self-experience exercise, for example one in which the colleague does not complain for a day; for this you criticize for eight hours what the stuff holds. In the end, you drink a café together and share what you have felt and experienced in the other role.

5. The wrong boss

He, often she too, wasn't actually born to be a boss. But the top management has punished him or does not see the incompetence. First of all: You cannot change the situation, only yourself.

You often experience weaknesses in the boss when you feel superior in “high status” to the boss, who, on the other hand, takes a “low status” in your eyes because he appears insecure or weak in making decisions.

The solution: consciously make yourself smaller, behave more slowly, more carefully, reduce your self-confidence when dealing with this boss - you will see that this will give you better access to your supervisor.

Conclusion: The cooperation works depending on the type

In order for teamwork to succeed, there must always be several factors right. And of course it depends on the right composition in the team.

With the right communication, even the most difficult colleague can become easy. Conversely, there are colleagues with whom the cooperation does not want to succeed even with the best will. Then you should take the consequences and separate yourself, for example by asking to be transferred to another team or, if that is not possible, quitting.