

Manager:

Well, we had Daniel start working with us last year. Yeah, it was his first job and he was very, uh, enthusiastic and very friendly. I mean, at times a- a bit too friendly. You know, one of those people who just shares way too much about their personal life? Like, no filter. Yeah, at first it caused a few teeny issues while the team got used to him. Well, no one wanted to work on the same counter as him, no one wanted the shifts he was on. The girls were making jokes at his expense. Look, I think they were feeling uncomfortable with him. Yeah, a bit of an over-sharer.

Manager:

Oh, but honestly it's not the first time we've had one that doesn't fit in at the start. It normally, just, it sorts itself out and everyone finds their place. Then, there was an afternoon I needed to fill a shift and once everyone knew Daniel was on everyone's availability just vanished. It turned into a bit of a nightmare, actually. I had to do half the shift myself and I was the manager on duty and I could only get someone in from another store to do the second half. And, I mean, it was all on overtime.

Manager:

No, the Daniel thing didn't really settle down. Once the team had decided he was a pain in the ass, you could really feel it. They were hard on him, even when he wasn't oversharing. The morale and the performance of the team was slipping. Oh, and at that time, I was too busy to find and train new staff, and I just really didn't want it turning into a bullying claim with WorkSafe.

Manager:

So, I pulled Daniel in to talk about what is appropriate conversation at work and used a few examples explaining how he might be making people feel uncomfortable. Yeah, he was a bit embarrassed, but you know, it's his first job. Then, another manager and I had a ... Well, we called it a refresher training night and we got the whole team there and we had everyone talking together about what expectations are in the workplace and how we behave and how bullying isn't an option here.

Manager:

It wasn't focused only on the Daniel thing. More of a general discussion, where everyone was able to talk about things going on in the store. It wasn't the easiest night, but it was quite enlightening. I also had a quiet word with a couple of staff that I know the others look up to so that they can be a good example. And, and this week I've seen them include Daniel in conversations. And yeah, just, just changing the dynamic a bit.

Manager:

It was a really lucky week. No, it's all just, it's still a bit raw, you know, at the moment. It's still a bit sensitive, but, yeah, people are opening up and the sniping has stopped. Yeah, I think we'll probably have to assess it again in a month to make sure it's all still traveling in the right direction.