SUCKING THE LIFE OUT OF YOU?

Don't Be a Hoover!

What's a Hoover? A Life Sucker

- Chatterbox
- Gossip
- Complainer
- Delegator
- Credit Grabber
- Bully

The Chatterbox

- Incessant chatter
- TMI!
- LONG conversations
- Major productivity crasher

Gossip

- Knows everything about everyone
- Too personal
- Feels empowered by "scoop"
- A resource?

Complainer/Martyr

- Nothing ever goes right
- Chronic negative energy
- Glass forever empty
- It's a perfect day and this person finds something wrong

Delegator

- Finds ways to avoid "work"
- Doesn't know how to do the work so "hides" behind delegating

Credit Grabber

- It's all about "me"
- Doesn't acknowledge help

The Bully

- Overt Bullying
- Passive Bullying

Financial Impact of Hoovers

- High turnover rates
- Using OVT, extra shifts for filling sick call ins
- Increased FML
- Increased OVT
- Increased workers compensation claims
- Increased use of temporary staffing
- Decreased productivity
- Increased errors/mistakes

Individual, Emotional & Psychological Impact of Hoovers

- Decreased morale
- Increased job dissatisfaction
- Increased mistrust
- Poor concentration, forgetfulness
- Loss of sleep
- Fatigue
- Anxiety, nightmares
- Increased errors
- Staff turnover

Avoid Becoming a Hoover

- Keep “chatter” relevant
- Respect the privacy of others
- Keep confidences
- Do not engage with co-worker about another co-worker
- Find the good in your day
- Complain at the right time, about the right thing, to the right person
- Accept your share of the workload
- Be willing to help when needed (do not use “not my job”)
- Share the glory
- Every workplace is a “No Bully Zone”

Questions?

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