Although we all procrastinate and everyone knows what procrastination is, resolving the procrastination problems that your employees face is not a one-solution-fits-all. There are many resources to help employees with this problem, but each employee’s procrastination problem is unique. While one employee may be easily distracted, another may need better organizational skills. Some employees may have health or mental health issues such as depression that can contribute to low levels of
habit. I know badgering, threatening, and cajoling won’t work.

Most people know that micromanagement defines behavior associated with difficulty in delegating work, but this is only part of the story. Micromanagement occurs when supervisors become overly obsessed with the extreme details of the job and thereby overly controlling of the work of subordinates. Coaching by another supervisor who knows how to delegate and how to spot micromanagement behaviors can be helpful. Contacting the EAO is also strongly recommended so you can address resistance to change that you may experience. Insecurity in your role, concern over the stability of your position and anger at others when they make decisions without your approval may also be factors that influence the pressure you feel to micromanage.

Mobbing is a form of bullying. It is used in the literature to describe a group of employees bullying another employee, as opposed to bullying perpetrated by a single employee. Supervisory personnel may be unaware of mobbing because employee behavior is often covert. An aggressive form of mobbing could include a group of employees who target an employee by using rumor, innuendo, intimidation, and isolation in order to force that person to resign. Mobbing can impose significant psychological stress on victims, with consequential problems of low productivity, depression, and emotional stress. If you identify mobbing behavior in the workplace, act to end it immediately and refer victims to the EAO for support. Regarding the offenders, consult with your HR Rep.