

easy to work with

pleasant to be around and get along with other people effortlessly



Have you ever been asked “Tell me about the most difficult coworker you’ve ever worked with and how you dealt with them” in an interview? *What if **you** are that person in someone’s interview story?*

We’ve all encountered people who are difficult to work with in our professional lives. We know how to spot them and what to expect from them. It won’t matter what you do or don’t do; it will always be wrong in their eyes.

The problem with being perceived as someone who is difficult to work with is that over time, *it won’t matter how good you are at doing what you do.* There will come a time when the headaches you cause for others will outweigh the value your [often high-quality] work brings to the organization.

So, here are three tips on becoming the employee that everybody wants on their team:

Assume good intent Nothing will make you more effective, in nearly all scenarios, than showing up to work with a positive attitude and treating those around you with kindness and respect.

People who are difficult to work with tend to assume poor intentions lurk behind every decision their boss or coworkers make. They’ve likely been burned in the past, and they’re not interested in letting that happen again. They assume everyone is out to get them.

Assuming good intent, on the other hand, requires us to give our coworkers the benefit of the doubt. The reality is that we can’t, and shouldn’t, pass judgment on a person’s reasons for behaving a certain way; we’re not mind-readers.

Remain curious Curiosity is making headlines as one of the skills predicted to be *most in-demand for the future of work*, and we couldn’t agree more. Leaning into your natural curiosity and proactively seeking new challenges will make people want to work with you.

When given a choice as a leader, strong leaders will choose the resourceful novice over the experienced know-it-all every. single. time.

This is really about making yourself useful and not waiting around for anyone to give you permission to do so. You don’t have to have all the answers. Your job is to get good at *finding* answers.

Remaining curious, bringing together diverse perspectives, and harnessing the group’s collective greatness to find new solutions to old problems will make you a go-to resource that every leader will want working for them.

Be solutions-oriented People who are difficult to work with have a knack for pointing out the things that aren’t working. But being able to point out problems doesn’t make you unique. No one is paying you to point out what’s not working. They’re paying you to identify what’s not working and come to the table with solutions to those problems. They’re paying you to **think**.

So, next time you’re tempted to vent to your boss or colleagues about the latest problem grinding your gears, pause and think through possible solutions to that problem. Then, share the top 2–3 potential solutions you can think of, in addition to sharing the problem itself.