

Anger In The WorkPlace:

How Do You Deal?

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Counseling

Cuz we need
something
to build
on...right?!

Three of them:

Anger:

- an emotion or feeling; ranges from mild irritation to intense fury/rage

Aggression:

- behavior intended to cause harm

Hostility:

- set of attitudes/judgements that motivate aggressive behavior;
environment

The why

Causes:

Chronic Stress:

- Depletes our emotional resources

Ineffective communication

- → misunderstandings, conflicts, and a lack of clarity

Lack of control/autonomy

- Micromanaged

Culture

- Constant exposure to negativity, conflict, or a lack of trust can lead to chronic anger and a negative outlook on work

Stress Bucket

Simple Way To See Stress:

2 Types of Stress:

- Eustress (good stuff)
 - pronounced YOU-stress
 - in the "zone"
 - a place where things flow well psychologically, physically and biologically
- Distress (bad stuff)
 - a state of severe anxiety or strain

Stress Bucket

- Way to explain stress – and explosion/implosion
- 0-2 is Eustress
- 2-10 is Distress
 - 10 is explosion (outward) or implosion (inward)

Sign Says... "Do This, Don't Do That.."

Do's:

Acknowledge that a violation has occurred

- don't try to bury it or let it go (passive)

Avoid "Just Venting"

- pissin' & moaning leads to more conflict
 - there's no resolution and possibly escalation

What do you need?

- strive for assertive communication
- set/keep your boundaries

Sign Still
Says... "Do
This, Don't Do
That.."

More Do's:

What triggered you?

- identify your triggers
 - distorted thinking patterns - prevent relationships from thriving
 - Taking things personally * Ignoring the positive * Perfectionism * Fairness * Self-Fulfilling Prophecy * Black/White Thinking

Be Pro-active

- figure out, before the day starts what's the trigger/issue/etc.
 - map out your strategy to keep you "safe"
 - How do you deal with those 'hard people' ;)

*Take Care of
#1 – so you
can be there
for 2, 3, 4
and more...*

#SelfMatters:

What do you do for you?

- self-care – yeah!
 - journaling
 - meditation
 - exercise
- feel the positive – you know what that feels like, right?!

Wrap It Up?

Take It Home Charlie:

Be Pro-active

- #knowyourself
- plan your day
- avoid/limit your triggers
- breathe

Source It

Read More...Get Smart

<https://www.betterup.com/blog/how-to-control-anger-at-work>

<https://hbr.org/2022/04/how-to-manage-your-anger-at-work>

<https://fortune.com/well/2023/09/11/manage-anger-at-work/>

<https://www.forbes.com/sites/melodywilding/2016/06/01/5-ways-to-stay-cool-when-work-is-making-you-angry/?sh=439b78f78659>

<https://michaelnollcounseling.com/services/anxietystress/>

<https://michaelnollcounseling.com/services/anger-management/>

<https://michaelnollcounseling.com/healthy-interactions/>