



Conflict Coaching - Partner/Family scenario

Richard's behaviour at work was becoming a concern for his Manager. Several of Richard's colleagues had moaned about his recent negative attitude and patronising remarks, and now the clients were starting to notice, too. The Manager called Richard into his office and discussed his concerns and his expectations. Richard said he thought people were overreacting but, concerned about his job, he promised to try to be more positive.

Suspecting there was more to this behaviour, and keen not to lose a good salesperson, the Manager asked his HR Consultant for support, and Conflict Coaching was proposed as a first step. During the sessions Richard explained that he had been having some health problems, and the stress was getting him down - he was afraid of losing his job if he told his Manager. Richard gained insights into how this was affecting his behaviour at work, and the effects on his colleagues and clients. He examined his options, then decided on an action plan which included having an open honest conversation with his Manager, and engaging in counselling to support him through this difficult time.