# Employee

I see my team member getting into trouble with the boss over not completing key responsibilities on time. She hasn't really even been asking enough questions or trying to find out how to do her job better.

Just the other day, she came in late again, and I know the boss is unhappy about it. I am not going to get in the middle of it. It is between her and the boss.

Even though I know she is not genuinely interested in really being a contributor here, I like her as a friend, and besides, I do not want to create any hardship. It could be confrontational, and I always try to stay away from these situations. I know it hurts the business and our clients and what the boss wants us to achieve, but I would just as soon stay in the shadows.

# Team Member

I see my team member getting into trouble with the boss over not completing key responsibilities on time. I need to help my fellow team member understand where the boss is coming from.

She hasn't even been asking enough questions or trying to find out how to do her job better. I am going to talk with her during our team meeting and encourage her to ask more questions about our business.

Just the other day, she came in late again, and I am unhappy about it because it affects our ability to reach our goals. I am growing concerned that she is not displaying the work ethic that we need around here. We've changed her duties to fit her better, and then she is reluctant to do even them.

I need to check with my other team members and see what they are thinking about her performance and efforts, and then we can all get in the middle of it. It's between all of us, not just her and the boss. I like her as a friend, but if she can't be a contributing team member, then we may need to reconsider retaining her. This could be confrontational, and with the other team leaders, I know we can handle this situation without the boss even getting involved. We should be handling the performance issues of a fellow team member.

# Management

There's a team member not completing key responsibilities on time, and other team members are silent in addressing the issue. Her duties have been changed three times since she was hired, and in each case, she has not shown a satisfactory level of output for the position.

She hasn't even been asking enough questions or trying to find out how to do her job it better. There are strong indications that she does not want to be here and is only working to half her capabilities. I am going to talk with her during our team meeting and encourage her to ask more questions.

The other team members know more than I do but do not address these kinds of issues between themselves. Just the other day, she came in late again, and I am unhappy about it. No one else said anything to her, so it's left up to the boss to address the issues again. I am growing concerned that she is not displaying the work ethic that we need around here. This could even influence other staff's perceptions of the work or our mission if this type of behavior is tolerated.

I've changed her duties to fit her better, and then she is reluctant to do even them. The other team members see her performance issues, why don't they get in the middle of it? It's between all of us, not just her and the boss. I like her as a friend, but if she can't be a contributing team member, then we need to reconsider retaining her. We are counting on each team member's efforts to reach our goals, and if she is not going to work out, then we will need to alter our plan again.

The Team Management approach is not working here; I will have to handle it. My Managers should be handling the performance issues of fellow team members but are just not displaying the eagerness to do this. We know that we have to help each other get better at what we do to make the company better. As individuals, we can pull together to pool our ideas to improve our systems, processes, sales, and customer handling. As a Team, when someone drops the ball, we are there to pick them up. We also let that person know we expect better from them if they want to be on the team.