



You Are Not a Frog Podsheet

Episode 219: What to Do When a Colleague isn't Pulling Their Weight

With Dr Clare Sieber

Date

Total CPD hours

EPISODE SUMMARY

When someone on your team isn't pulling their weight, it's not only demoralising for the rest of the team, but detrimental to the person in question. If performance management isn't put into practice, workplaces can become toxic, which can hamper performance and lower job satisfaction.

High-functioning teams enable everyone to speak up, challenge each-other, and share their mistakes and learning. And it all starts with giving feedback.

IN THIS EPISODE, YOU'LL:

- Learn how to depersonalise negative feedback and reduce conflict in the workplace.
- Discover how to bring about a culture of open communication and feedback within your team.
- Understand the importance of regular performance management and its impact on team morale and individual job satisfaction.



LISTEN

[How to Tell People What You REALLY Think](#)

Episode 211, with Lasy Lawless

[How to Have Crucial Conversations](#)

Episode 85, with Dr Ed Pooley

[How to Challenge Upsetting Behaviour](#)

Episode 192, with Dr Chris Turner

WATCH

[Watch the video version on YouTube](#)

Episode 219: What to Do When a Colleague isn't Pulling Their Weight

READ

[Black Box Thinking: Marginal Gains and the Secrets of High Performance,](#)

by Matthew Syed

[The Five Dysfunctions of a Team: A Leadership Fable,](#)

by Patrick Lencioni



DO

List three things you have learned from this episode which have had an impact on you

Write down what action(s) you will take as a result of listening

Suggest how these actions will make a difference to you, your colleagues or your patients

Write down how you will know that a positive change has happened - what does good look like?



ADDITIONAL RESOURCES

Download [Get Your Life Back](#), our 60 minute reset for overwhelmed healthcare professionals!

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Find out more about the [Shapes Toolkit Training programme](#)

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HAVE QUESTIONS?

[Email Rachel](#) or reach her on [LinkedIn](#)