

## Situations & Remedies

Not bad, but you know that **it can be better**. Dive in!

**Workshop or online resources.**

There's a need to examine general habits and skills.

Current systems are not working and you're **wasting energy, money, & time**.

**Foundational skills (the 4x4) + leadership recalibration.**

This place is in **CRISIS**.

Leadership and communication are in bad shape.

Organization may be close to imploding.

**CALL ME!**

	<b>B</b> asic Annoyances	<b>I</b> ndividual Impact	<b>N</b> eglect + Negativity	<b>G</b> roup Habits	<b>O</b> rganizational Pain
<b>1</b>	Grooming at desk (nail clippers, ick!)	Communication isn't clear	Avoiding conversations	<b>Zoom fatigue</b> ☀️	IT issues
<b>2</b>	Fish for lunch... in the microwave	Situational cluelessness	Awkward/bad hiring/firing	The workload	Poor financial communication
<b>3</b>	Temperature of the office	"That's not my job"	General incompetence	Micromanagement	Lack of professional development
<b>4</b>	Workplace does not account for introvert/extravert differences	<b>Hybrid setting is a blessing and a curse</b> ☀️	Lack of communication	Managers not knowing what employees do	"Silos"
<b>5</b>	<b>Constant Safety/Pandemic Policy Changes</b> ☀️	Under-appreciated	Intergenerational dynamics are poor	Favoritism	24/7/365: Devoted to the "Cult of Busy"
<b>6</b>	Feels like much of the day is made of "busy-work"	Poor interactions with customers	Concerns about professionalism	Teamwork is absent	Inflexible settings
<b>7</b>	Lack of clarity in job descriptions	Patriarchal division of labor & casual misogyny	No "work ethic"	Priorities are constantly shifting	<b>Inequity: same storm, different boats</b> ☀️
<b>8</b>	How do I/ can I get promoted?	Training is lacking or absent	<b>Generalized anxiety - the world is INTENSE</b> ☀️	Uncertainty of purpose	Discrimination: Sexism, Racism, Agism, and any protected class concern
<b>9</b>	Overthinking everything & rampant inefficiency	Creativity and curiosity are vanishing	Fed-up/ disinterested	Lack of direction	Bullying
<b>10</b>	PTO problems: no PTO available or there is no time to take it.	No feedback	Fear-based decisions	Lack of imagination	Walkouts
<b>11</b>	Lack of consideration of others	Stuck without a way to advance	Absence of joy & community	Absent leadership	Horrible leaders
<b>12</b>	Everyone is SO annoying (Jackassery is the norm)	<b>Mental and physical health are suffering</b> ☀️	Cynicism	Atmosphere of blame	The culture is destroying its people

☀️ = **BONUS SQUARES: Pandemic-Related Stresses!**

Want the remedy for what's ailing your workplace? BINGO is the map for how we find it.

Did any of the ailments on your BINGO card feel familiar? How many are happening right now, and how many are you hoping won't recur any time soon?

Most of us have had some experience with these types of problems. Some of us may also have a few additional things happening that are unique to our organization or industry. Whatever your situation, an important step in fixing what ails you is to **recognize patterns or themes that appear in your workplace**. You may be dealing with several of the squares on your BINGO card. The columns and rows can help you see the type of issues you're facing and how urgently you need you address them.

**Take a look at the squares you marked. Then look for patterns.** Are your ailment grouped into columns or rows? Are there one or two really intense spots? *The columns are types of problems* (their letters spell BINGO). *The rows indicate intensity of those problems* (the greater the number, the more serious the situation). The pattern gives us a clear picture of where to start building the skills that are needed to remedy your workplace ailments.

