

How to Deal with People at work 4

Part Four



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Dictionaries and psychologists define complaining in general as, “The expression of unhappiness, feelings of pain, displeasure or resentment, and dissatisfaction”.

We, humans, have the habit of complaining. We have things that we do not like, dissatisfy us, and or cause us pain and about which we complain. This is natural and part of the human’s personality that can release frustration and help the person to feel better.

However, habitual complaining about almost everything is a fatal personality cancer. This type of complainer is another Virus of the Organization; the Habitual Complainer.

There are people who, no matter how good things are, only focus on the bad side. They complain about their jobs and tasks, the economy, the market, people, the government, their bosses, their families and friends, the food, society, the weather, and almost about everything including their own hair style. Dr. Walter Staples defined this kind of person as the person who expects the worse in life by focusing on the ten percent of it that is wrong, forgetting about the ninety percent that is right.

The Habitual Complainer is very contagious – just like the flu - and makes people unhappy and depressed, and sabotages the organization’s employees, work and achievements.

What creates the cancer of complaining is that the person has unhappy things in his/her life, the lack of appreciation, and the lack of the healthiest emotion we have; gratitude.

However, this cancer is curable if the person is willing to change and willing to find ways to tolerate and deal with people, things and circumstances when he/she is challenged with failures, disappointments and discouragements. It is curable if the person look at life and people from a positive bright angle with the right positive attitude.

In this regard, Dr. Wayne Dyer, an American self-help advocate, author, and lecturer, said, "When you change the way you look at things, the things you look at change".

Complaining creates nothing but a negative thought, and then, it will become a habit of seeing things worse than they really are; everything is bad, and that will lead people to ignore and avoid the complainer.

Those who have the fatal cancer of complaining will remain where they are. There will be no improvement in their personal lives and careers.

In her celebrated work, "How Valuable Are You?" Catherine Pulsifer said, "Now, 10 years later, the person who talked and complained is still talking and complaining and still remains in the same position. The person who took the initiative and found solutions has been promoted several times".

The habitual complainer becomes more irritating if he/she is a habitual whining complainer.

Dictionaries and psychologists define whining as, "To utter a plaintive, high-pitched, protracted sound, as in pain, fear, supplication, or complaint; to complain or protest in a childish fashion".

Do you work with someone who is a habitual whining complainer; how do you feel when he or she showers you with his/her complaints and grumblings in a childish fashion?

If you are a habitual complainer and have the courage, the ability, and the willingness to complain about something, then, by right, you should have the courage, the ability, and the willingness to do something to change it.

Complaining and whining are waste of time and they will not help. Complaining and whining are blaming others, things, and circumstances rather than focusing on reality and finding ways to tolerate and solve the matters that makes us unhappy.

Dr. Dyer said, "All blame is a waste of time. No matter how much fault you find with another, and regardless of how much you blame him, it will not change you. The only thing blame does is to keep the focus off you when you are looking for external reasons to explain your unhappiness or frustration. You may succeed in making another feel

guilty about something by blaming him, but you won't succeed in changing whatever it is about you that is making you unhappy.”

Habitual complainers and whiners need attention and they cry for support. Thus, the best way to deal with this kind of people is to give them what they really need; sincere empathy without approving or agreeing with their point of view.