

## How to Deal with People at work 5 Part Five



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**There** are always positive effects and benefits of communication between people socially and in the workplace. It enhances the communication skills, builds rapport, reduces the barriers of getting through to each other, creates a healthy connection, and builds and improves the society's relation. However, when communication in the workplace turns into negative gossiping, it will become one of the cancers of the organization.

There are two types of gossiping; the "good/positive" and the "bad/negative" gossiping. The good one is to speak positive, praising, admiring, and loving information about others. The bad one is to speak negative wrong information, lies, and untrue stories about others; and this is what I mean by using the words "Gossiping and Gossiper" in this article.

Gossiping - spreading lies - is one of the problems that some organizations have which affect the morale level among employees, create barriers among them, reduce performance and productivity, and create uncomfortable environment for almost everyone in the organization.

Gossipers do not focus seriously on their work but give more attention to what is going on with others, lacking ethics and morals, idle minds, do not have enough work to do, and they are another type of the Viruses of the Organization.

Dictionaries and humanists define gossiping as, “A conversation that spreads personal information about other people.” Wikipedia defines it as, “an idle talk or rumour, especially about the personal or private affairs of others; and it forms one of the oldest and most common means of sharing (unproven) facts and views, but also has a reputation for the introduction of errors and other variations into the information transmitted. The term also carries implications that the news so transmitted (usually) has a personal or trivial nature, as opposed to normal conversation”.

In other words, gossiping is an idle talk about someone else behind his/her back. It is talking bad about a third person in his or her absence, which is immoral, unethical, and hurtful conduct and behaviour that destroys friendships and relationships, and should be fought and avoided at all cost.

The person with good personality, ethics and morals fights and avoids gossiping as much as he/she can, and does not entertain those who gossip. He/she knows and understands as the Spanish proverb says, “Whoever gossips to you will gossip about you.”

Gossipers are not appreciated and even hated by people especially by the person about whom they are gossiping. Societies and nations in general consider gossiping as immoral, unethical, and a mental illness and even religions do not allow it and consider it evil.

Gossipers are lack of mental maturity, hypocrites, insecure, fear confrontation, lacking trust and transparency, and seek attention to appear important by spreading lies and half truths.

These people do not know, deny, or ignore the fact that when the rumour starts to spread, it will start changing and become a totally different message when it transmitted among few others.

In my Organizational Behaviour training programme, I used to conduct an exercise among the participants about rumors. I would whisper few words to one of the participants and ask him/her to whisper them to a second participant. Then, the second participant should whisper them to the third and the third to the fourth, and as such, the game goes until the last participant. The message that reaches the last participant would be of different context, words and meaning.

People should avoid gossiping of all types; even though if it is true. People have their own personal matters and private lives about which they do not like others to know or discuss even in their presence let alone behind their back. The American writer Frank Atherton Clark said, “Gossip need not be false to be evil – there is a lot of truth that should not be passed around”.

Gossiping is a pleasure and a form of entertainment for the gossiper, who –in most cases – is jealous, wants to pass the time, and or running away from his problems by

indulging him/herself in gossiping. However, it is harmful and destructive to the person whom the gossiping is about, and may create many emotional difficulties for him/her.

One should not be involved in such immoral conduct, but rather focus on the job and the task at hand. If one wants to chat and talk about others, either mention positive information about them or keep quiet.

Benjamin Franklin, the American statesman and philosopher, said, "I resolve to speak ill of no man whatever, not even in a matter of truth; but rather by some means excuse the faults I hear charged upon others, and upon proper occasions speak all the good I know of everybody".

Another Virus of the Organization is the Hypocrite person. Hypocrite people are of so many types that will be discussed in the next article.