

# Employee's anger follows edict on holidays during Olympic Games

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Q: "I work for a small business in a location affected by the Olympics. Because of this, my employer has decided to shut down for the two weeks during the Games. The challenge is I am expected to use one week of my vacation time during the closure. I'm frustrated and angry about this because I've had no say in the matter and I feel this is being forced on me. What can I do?"

A: I can understand your frustration and anger. When you're faced with challenges, it can be a struggle to see situations clearly if your emotions are in overdrive. Use your emotions as a motivator. You're asking the right question – what can you do?

While you didn't have a say in this decision, you can have a say moving forward. What steps have you taken to understand the situation from your employer's perspective and to share the impact this will have on you? Finding a way to put your thoughts and ideas on the table will help you to feel more in control. Be focused on solutions. It might help your boss consider a different approach to the challenge. It's far better to be a part of the solution, than a part of the challenge.

Solutions happen when both employer and employee are equally committed to improving communication – independently and collectively. While you might not influence a better outcome for yourself this time around, you can ask for what you need next time. What would you like your employer to do differently? What personal insights have you gained? What do you need to stop doing, start doing, or continue doing to stay on top of your game the next time you find yourself challenged?

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