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THEY DRIVE YOU CRAZY

But What Type of Difficult Person Are They?

Learn How to THRIVE Around Difficult People by Diagnosing Them!

By Joy Huber

INSIDE THIS ISSUE

- 1 They Drive You Crazy
- 3 *Breakthrough Technical Recruiting*
- 3 EEOC Has Begun Hiring
- 4 OFCCP Splitting Enforcement Due to Stimulus Contracts
- 4 Subscriptions...

To simplify, I break “difficult people” into two types. You have to know what type of difficult person you have on your hands FIRST before you can employ a strategy or ‘how-to’ in order to THRIVE around them and not let them get the best of you!

[The following thoughts come from *You Go Girl: A Woman’s Guide on How to THRIVE Around Difficult People*, available at the author’s web site.]

So difficult people are sometimes just miserable people. And knowing that misery loves company, they decide to go out in the world and say, “I’m miserable. I want everyone else to be miserable. How will I get them to join my pity party? Nobody seems to want to spiral downward with me and join me.”

They decide to simply go out in the world and just push some emotional buttons. They push your buttons. Do you know anybody that **likes** to push your buttons? Of course you do! We all know the classic difficult person that likes to push your buttons. This could be your sister-in-law, this could be a friend, this could be your boss or this could be a co-worker. Basically what they do at work is come in and they might use you + a bad news statement.

You + a bad news statement automatically puts somebody on the defensive. It automatically backs them into a corner: **You’re** late again. **You** didn’t turn in the project on time. Personally: **You** forgot that today’s our anniversary. And it automatically makes the other person go, “Uh-oh. I feel like I must defend myself!” Because we’re humans, that good old human nature, that instinctive fight or flight, flee and remove myself from the situation response ends up coming out.

So these difficult people come into your space and they might deliver a you + a bad news statement. They might get close to you – physical proximity-wise – they might use their body language, they might throw their arms

[Go to Difficult People Page 2](#)

Difficult People Continued from Page 1

“Most women I’ve known do very little to nothing about the difficult people in their life & ‘hope’ the situation improves.”

- Joy Huber

across their chest or they might point their finger at you as they are speaking.

But what are they trying to do? They are trying to elicit an **emotional** reaction.

Now, as human beings we have a choice between **cognitively** responding to somebody (giving them a thought-based response) or an **emotional** reaction. Often when people use poor body language, increasing volume, negative voice tone, you + a bad news message, these things automatically trigger an emotional reaction!

So what do we do? They’re yelling at me – I might as well just raise my voice and yell right back at them! Right? We go **right** where they want us to go!

When we go right down this path that they want us to go down, I firmly believe that difficult person thinks, “Yeah! Whoo! Got another one!” And they might be singing the song, “Another one bites the dust. And another one down, and another one down (Remember the song?), whoo, next victim! Who else’s day can I go ruin because I’m just a difficult, miserable person?”

“He who angers you conquers you.” - Elizabeth Kenny

Have you ever considered that maybe people aren’t difficult – they’re just different from you and I? What I mean by this is we need to remind ourselves there are different behavioral and different personality styles out there.

What type of “difficult person” are you trying to deal with – the type that’s difficult because they are miserable and misery loves company or the type you think is difficult, but really, they are just ‘different’ from you and it’s easy to label them as the difficult one? Once you decide this, this answer directs the strategy you take in being able to THRIVE around them in the future!

Joy Huber – “Ms. En’Joy’able”

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Get your comprehensive system on THRIVING Around Difficult People” at www.ManageDifficultPeopleNow.com Make sure you **sign-up at** www.ManageDifficultPeopleNow.com for the **FREE mini-course** on the “12 Phrases Every Business Professional Must Know.”

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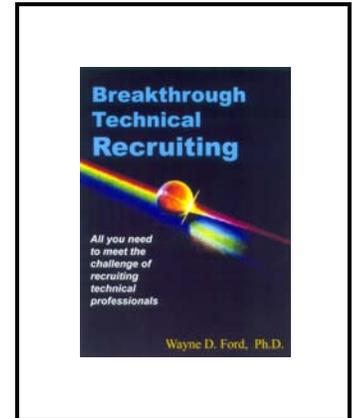
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EEOC HAS BEGUN HIRING

The Equal Employment Opportunity Commission (EEOC) is suddenly in a hiring mode. It is actively looking for attorneys, investigators, mediators and others at work locations across the country.

The FEDweek Daily Report says that, "According to EEOC, it's also hiring senior executives, including most managerial, supervisory and policy positions classified above GS-15 or equivalent. Those interested would be working under the incoming EEOC Chair Jacqueline Berrin, a NAAP legal defense fund and educational fund attorney."

"The Office of Personnel Management (OPM) and numerous other bodies have issued recommendations in recent months to get agencies to do more than simply list vacancies on USAJOBS to attract candidates." Most agencies are still working on ideas for their recruiting efforts.

If you, or someone you know, might be interested in one of these positions, you will find job openings listed at <http://jobsearch/usajobs.gov>. In the first box below the heading is a list of agencies that have current job openings posted. Scan down in that box until you see "Equal Employment Opportunity Commission" and you will then be able to scan through the list of their openings.

USAJOBS.gov is a good resource for job openings in almost all federal agencies. It should not be overlooked by anyone involved in a job search.

[SOURCE: Federal Manager's Daily Report, Tuesday, August 4, 2009, fedweek@fedweek.com]

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OFCCP SPLITTING ENFORCEMENT DUE TO STIMULUS CONTRACTS

Federal contractors in receipt of *American Recovery and Reinvestment Act of 2009* (ARRA) funds must be compliant with EEO laws and regulations and ensure fairness in employment activities. Through compliance evaluations and outreach activities, OFCCP will increase contractors' awareness of their roles and responsibilities with its EEO laws and regulations.

OFCCP plans to conduct 450 compliance evaluations as a result of the ARRA funding. Since the universe of Recovery Act construction contractors will be about 80% compared to 20% supply and service contractors, OFCCP will not be able to conduct proportionately as many supply and service reviews as it has done in the past. Therefore, OFCCP will select approximately 90 supply and services contractors from a Recovery Act supply and service contractors' listing identified from various sources. As part of the normal practice, OFCCP will continue to conduct quality audits of at least 10% of completed compliance evaluations quarterly to ensure conformity to OFCCP standards. OFCCP plans to conduct 450 compliance evaluations as a result of the Recovery Act funding.

<http://www.dol.gov/recovery/pdf/OFCCPRecoveryActPlan.pdf>

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