



FLORIDA STATE UNIVERSITY  
OFFICE OF HUMAN RESOURCES

# Postdocs: Managing Conflicts in the Workplace

December 11, 2017

## Common Conflicts in the Workplace

- Personality conflicts
- Maintenance of lab
- Competition among coworkers
- Authorship conflicts
- Result interpretation disagreements
- Limited Resources
- Cultural differences

## Strategies to Handle Conflict

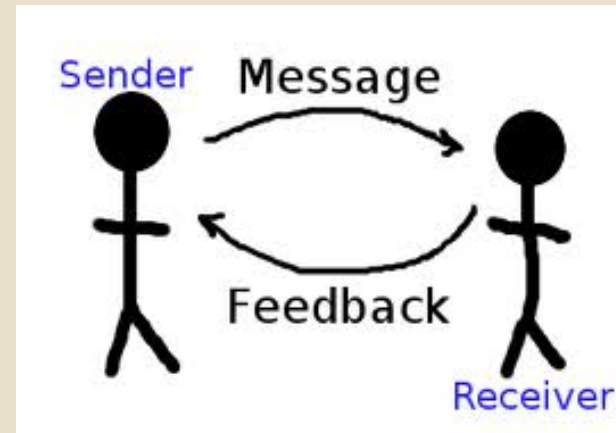
- Be cognizant of issues that can arise
- Ignoring can allow situations to spiral out of control
- Know the Interpersonal Dynamics
- Recognize when the supervisor needs to step in
- Remember the common goals

## Strategies to Handle Conflict

- Confront conflict directly and honestly
- Maintain professional demeanor
- Remember your mission
- Clarify expectations
- Allow others to lead
- Use available resources

# Communication

- Communication with lab mates
- Communication with PI
- Be an active listener
- Plan ahead
- Address concerns promptly



## Remember Why You are Here

- Focus on research experience
- Be productive for your PI
- Make connections in the scientific community
- Remember you are training for faculty position
- Seek outside assistance from University Resources when necessary

## Working Effectively with Faculty

- Develop Relationships
- Keep faculty behavior in perspective
- Understand faculty mindsets, work styles, priorities, needs
- Listen with empathy
- Explain rules and the “why” behind the rules
- Always be respectful

## Resources

### **Employee Assistance Program**

- Free, confidential program that provides a professional support system for the faculty and staff of the university, and their dependents. The staff at EAP are all licensed and certified, and their mission is to contribute to a healthier work environment by assisting individuals with problems.

### **Center for Global Engagement**

- For internationals, provide assistance with SSNs, Visas and tax treaty forms, benefits and insurance.



## Resources

### **The Office of Equal Opportunity and Compliance**

- Governs the Sexual Misconduct policy, Affirmative Action, Americans with Disabilities Act, Family Medical Leave Act. Assists employees with issues they may have violated these policies.

### **Ombudsman Program**

- The ombudsman provides confidential and informal assistance. The ombudsman serves as a source of information and assistance in resolving work-related issues. They provide impartial dispute resolution, and will not identify an employee or disclose an employee's confidences without express permission of the individual except where required by law, or university policy.

## Important Policies

- Workplace Violence Policy
- Drug and Alcohol Policy
- FLSA Exemption
- Sexual Misconduct Policy

# Questions?

**Rebecca Peterson**

Assistant Director, HR-Faculty  
Relations

(850) 645-2202