



## Not all the monsters are wearing costumes this Halloween – see if you can spot them in *your* office!

Not long now – Halloween is only a short time away and if we have young people around, they might be turning their thoughts to scary parties, a frightening amount of sweet eating and of course, creepy costumes! There are so many to choose from – ghosts, vampires, witches, monsters, devils, zombies... And it's the same for their parents, although our costumes tend to be invisible to the naked eye. So to help keep you safe this autumn, we've re-issued our **Handy Cerulean Guide to Halloween Characters at Work**. See which ones you can spot. Be careful out there!

*And if you want to know how you can start dealing with this lot, just click here.*

## Handy Cerulean Guide to Halloween Characters at Work

### The Ghost

Most organisations have at least one ghost floating about the about the office and she can be difficult to spot, in the most literal way!

#### **Signs you have a ghost in your office:**

"I just saw her a minute ago..." One minute she's there and then she's not. She is always 'in a meeting', 'with a client' or on a 'site visit'. The Ghost suffers from the worst form of presenteeism – she feels she has to be at work all the time, but her mind and body cannot sustain the effort, so she disappears frequently. The Ghost comes to work because she has to, but she will find it impossible to perform at her best, so she vanishes without warning.

### The Werewolf

This guy is ok when he is in his human form; the trouble starts when he assumes his lupine form and whilst his bark may be worse than his bite, the bad feelings caused by his outbursts result in long-term damage to people and teams.

#### **Signs you have a werewolf in your office:**

The smallest thing will ignite him into incandescent rage and he's unpredictable – unlike the regular kind of werewolf who only has the full moon to worry about, the Office Werewolf can turn into a howling beast on the slightest provocation! True, he tries to make amends by buying everyone ice creams or trying to be extra nice afterwards, but by then, the damage is done, his reputation is building and soon no one will want to work for him.



### The Zombie

A zombie is someone who is dead and yet not dead. In the office, she is physically there, but she doesn't add any value and just like zombies in popular fiction, she infects others and makes them zombies too!



#### **Signs you have a Zombie in your office**

This one is easy to spot – she's negative, unengaged, can't be bothered, everything's an effort and she does the bare minimum! You can see zombies even at a distance, they move slowly, dragging themselves reluctantly to meeting rooms, casually obstructing others and draining goodwill by their very presence. Pretty soon, zombie-itis afflicts the rest of the team, the negativity spreads and productivity goes out the window.

### **The Goblin**

Cringing, evil, mischievous and poisonous by turns, no-one wants to meet a goblin if they can help it! They lurk in dark corners waiting to sabotage every good thing you try to do.

#### **Signs you have a Goblin in the office**

It's the goblin that likes to point out your errors, create obstacles to projects and act out their passive-aggression at every turn – a true nightmare! Just spotted a perfect parking space for you to unload those heavy boxes of files? The Goblin will nip into it if you look away for half a minute. Created a truly brilliant PowerPoint presentation to show at the weekly meeting? The Goblin will have bagged the only working projector for a spurious meeting at the same time and will smirk at your annoyance. Planned a project update with the boss? The Goblin will have robbed you of the chance to share your good news by splurging it in the lift on the way up to the meeting. Try to avoid at all costs or you may find you experience uncontrollable murderous feelings!



### **The Evil Witch**

What do you think of when you see the word witch? A flying broomstick? A bubbling cauldron? A 'familiar' like a cat? Well it's the same in the office!

#### **Signs you have a witch in the office**



The office witch brews up rumours and scandal, flies around the business spreading it all around and then sits back and watches the ensuing mess. She sometimes has a sidekick with a weak personality, her 'familiar,' who helps her in her evil work. The witch is plausible and many are caught out by her machinations, only to feel silly once the spell is broken.

So as All Hallows Eve approaches and malign entities gather to do their worst, look out for these characters and give them a wide berth!

We have some suggestions on how to deal with the difficult characters in your working life

Find out how there's nothing scary about learning at work

<http://www.ceruleanblu.co.uk/2015/10/20/whats-scary-about-learning-in-the-workplace/>

*Need some ideas on how to improve your team's performance to minimise the effects of these characters? just click here <http://www.ceruleanblu.co.uk/services/learning-lunches/>*

