



INTERRUPT GOSSIP, TRIANGULATION, AND RUMORS AT WORK

A guide created by Moementum, Inc.

What can you do to interrupt the cycle of gossip? Try these:

If this happens...	Try saying this...
You agree with them or feel similarly	"That sounds hard to deal with... Have you had a chance to talk to them yet?"
Someone is focused on complaints about another person	"It sounds like you're frustrated. How can I help you feel better about this?" "This seems upsetting. Is there something I can do to help you work through it?"
You want to stand up for the other person's right to know	"I am sure they would want to know their impact on you."
You want to ask for empathy	"How would you feel if you were in their shoes?" "What do you think might be happening in their life that could explain this behavior?"
You want to invite a bigger context	"It might help to see the bigger picture. What else could be influencing this situation?" "Have you considered what else might be going on that we're not seeing?"
You want to redirect to what they CAN do	"What do you think is the best way to address this issue constructively?"
You want to highlight the gossip itself and the possible impacts	"How do you think talking about this behind their back will impact the team?" "What do you think could happen if this gossip spreads?"
you want to encourage accountability	"What do you think your contribution to this situation might be?"

Why do we gossip?

Gossip is something we do as a shortcut to connecting with others. Why might you be fast-tracking to connect? Is there

another way you can connect without creating a "common enemy?"

Gossip is a way of taking control back in situations where we have none. Rather than talking about things you cannot control, try to shift the conversation to things that are directly within your control or the control of the person you are speaking.

Gossip is a coping strategy for intense emotions. Consider other ways to cope with emotional intensity, such as deep breathing exercises, engaging in a creative hobby, or sharing your feelings with a trusted friend or family member.

Stop root causes

- Invest in building the team's health with a Team Advance.
- Build shared Team Agreements to guide desired team behaviors.
- Model transparency and talking to people not about them yourself.
- Train everyone in the skill of feedback and courageous conversations.

READY TO DIG DEEPER?

Let's talk.

You may be just a few best practices away from scaling with ease, increasing profitability, and creating a workplace people love.

On a 1:1 call with our lead consultant, we'll:

- **Evaluate Current Efforts:** Assess your existing people and culture strategies to determine what's effective and what needs improvement.
- **Set Future Goals:** Identify achievable objectives for the next 90 days and beyond, and pinpoint the primary barrier to fully leveraging your team's talents.
- **Plan Strategic Moves:** Develop your next three major initiatives to sustainably scale your business, achieve revenue and impact goals, boost employee engagement, and cultivate a beloved company culture.

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