



A colleague just sent me a link to a CNN article that says employees are too afraid to take vacation-because they are afraid that during any time away from work their employer will discover that the job can be done with out them. (Here is the [link](#))

Fear has taken hold-the Monkey Brain has taken over. The Monkey Brain is that part of us where the fear response lives. The Monkey Brain engages and creativity dies, logic dies, freak-outs thrive.

So what can you do? Simple. Tame the Monkey.

The Monkey Brain is triggered by threats. In the working world that is down turns in the economy, lay off's, performance reviews, restructuring, escalating tension, cut-backs, mergers, and bankruptcies.

I find that the common denominator is a feeling of lack of meaningful control and a sense of "I don't know what I can do here!!!!!!" This feeling of lack of control often hides behind "**IT's NOT FAIR** !!!"

Have honest conversations.

Name the elephant in the room.

It is OK to tell people that you don't know or that you aren't at liberty to tell them

No one really knows everything that is going on. Do your best to share what information you can. Avoid-like the plague-speculating. It doesn't help and only serves to increase tension.

Ask people what they would like to have happen. They may not know or what they want is not with in your power to deliver. Just get folks to start talking. It is your best Monkey taming technique.

If you want more tips- please visit www.managingconflict.com and check out the enews archive page for articles and action tools.