

I. SHEADING LIGHT ON POP SECTION WORK ENVIRONMENT

A. *To move from negative to positive work environment*

1. Team Effectiveness Training may not be appropriate
2. to find a solution, it will be helpful to review some of the difficulties
3. Many examples of intimidation and antagonism
4. which in part, has its roots in a reluctance to entertain and or adopt innovation and improvement.
5. however, there may be a reluctance to recognize the position I am in as being other than a research office 16
6. This meeting is a result of my having sought to
 - a) To recognize and congratulate efforts made by everyone involved in estatsBC project
 - b) An IT development project that works and came in well under cost
 - c) Improvement Awards Program (formerly Employee Recognition Program)
 - d) Found that there is an effort to recognize teams for creating a positive work environment which was conducive to encouraging innovation
 - e) Asked for help
7. Led to discussions with Carol Gore
 - a) Who wanted to tell Dave O'Neil about my interest in creating a positive work environment which was conducive to encouraging innovation and team effectiveness training
 - b) CG rightly pointed out that if there is a problem it would be best if the team was involved
 - c) DO had stated TeamET would only cause more problems
 - d) and I was told not to say anything about TeamET to anyone.
8. Made me focus on the managers role in creating and maintaining a negative or a positive work environment
 - a) Intimidation and antagonism is endorsed and encouraged in order to maintain current methods and means
 - b) Position should never have been reclassified – DO
 - c) Therefore, my contribution to the improvements to the pop estimates methods as well as my justified concerns about using compound growth rates for select municipalities; my rewriting of the monthly interprovincial migration procedure; my work on the Regional Index etc. are not to be recognized.
 - d) I am discouraged regularly from asking questions and offering suggestions.
 - e) Analyst would ask for revisions to processes which were written 20 years ago

f) Eg. Current method resulted in estimating that more people 65 and over are moving out of Qualicum Iha and Naniamo RD than moving in which is contrary to StatCan data.

g) DO did not want someone in migration role who would find these discrepancies.

9. Many examples of intimidation and antagonism

B. 3 categories

1. first 2 of which could be addressed by TET but the 3rd may require another forum by which to resolve problems

C. Poor communications techniques

1. meetings without agendas where discussion focuses on my work

a) yelling, blaming, delegating, rebuking ideas, killing discussion

b) not my boss

c) DO storms into my office demanding I follow him to his

d) Threatened with a formal reprimand

2. Co-working telling me that a meeting to show her the results of the estatsbc project would be in my office

a) Say she should ask not tell

b) DO storms into my office demanding I follow him to his

c) Demands that I never again ask someone to speak politely again

3. I ask DO with MP to help work towards creating a positive work environment

a) Agreed

b) Co-worker had yelled at me about this task previously which was taking extra time because I was fixing an error she had made.

c) DO had said when confronted about her yelling that the yelling was justified. It was not justifiable.

4. I had been asking for pre and post production meetings and also mentioned to D McRae

a) At the very beginning of the first meeting my co-working began by telling me what to do and how to do it next time

b) I said Let's use this opportunity not to delgate what others should do but rather as a way for us to find ways to work together to get the job done as best as possible

c) Again DO reacted negatively to my suggestion for positive and constructive dialogue.

D. Personal attacks when I ask for information about data we produce, or offer suggestions, or make improvements, or do a good job

1. I know when I am doing a good job when the personal attacks increase

2. Volunteered to help PB do the RCMP digital boundary file

a) When PB was in my office and we were considering options regarding the task, she would abruptly stand up and

loadly tell me what to do and then leave whenever a manager or the director walked by.

b) This occurred 3 different times

c) I later found out that PB had been in the process of having her job reclassified

3. When I asked DO for explanations of how Migration by age and sex put together so that I could make comparisons with the numbers we publish from StatsCan

a) DO replied that PB was very upset about me having moved the color printer to my office to do a map.

b) DO accused me of throwing the printer on the floor and that that was why a small knob held fallen off.

c) DO arranged for PB and DO to have a meeting with me alone to reprimand me for such calious behaviour.

d) This meeting did not occur as I had spoken to MP

e) My request for the methods for estimating migration by age and sex have still not been explained and again every time I ask for this information, I am found at fault for some innocuous thing.

4. New Postal Code data available/rebuked

a) No time

b) Not interested

c) I already have it / its my job

d) Did not have it and shouldn't we encourage involvement

5. Use GIS for data analysis

a) DO would never do it that way

b) Too many colors

c) Change all the maps / have full report available in the morning

d) Even though it was apparent that the current procedure was wrong and when rectified would show completely different results

6. Show co-workers time savings from estatsBC

a) Yelled at for turning on or off the lights

b) Opening closing the shades

c) Or the window

d) Yelled at to go home and get out of the office

e) That I should not be doing this kind of work anyway

f) Waiting for the next trigger for an excuse to make a personal attack

g) No recognition for the benefits of this program

h) In fact DO tells me that I lacked vision when creating the program

7. Wrote 20 page paper on the migration of families

a) Edited by director with suggestions

b) Attacked by co-worker / manager has having no relevance

- c) Baby boomers
 - d) What was the purpose?
 - e) Purpose clearly stated
- E. Told to do work but pointed to the wrong datasets*
1. Told to use Mig0412 to revise DOs article
 - a) Not edited
 - b) Passed to director
 - c) Returned / all wrong because wrong dataset had been used
 - d) Told should have used Comp0412
 2. Quarterly components
 - a) Told to do small parts
 - b) No overview of how process is done
 - c) Make notes from DO
 - d) Not told about changes in procedures
 - e) Result in mistakes
 - f) My fault?
 - g) Finally, in the last run with the help of the dataservices section all the parts appear to have been explained
 3. Resubmitted abridged paper on migration of families
 - a) The 2ndQ pop section release did not have a feature article
 - b) I offered to provide an abridged version of the mig of families paper
 - c) Sat on DO desk for weeks
 - d) Finally, at my behest, DO returned the paper with no edits
 - e) DO told me that it was fine
 - f) I handed it to DM
 - g) A couple of days later, DO called me into his office
 - h) To say that DM said that paper was poorly written
 - i) Age specific fertility rates needed
 - j) Age specific fertility rates Were there!!!!???
 - k) Heard nothing again about the paper.
 - l) This September, I resubmitted the paper when DO was away
 - m) Editted told it was good and interesting
 - n) Passed paper to KK, E, M, DM
 - o) All had some minor edits and had found it good and interesting

F. Work environment has improved marginally.

1. Immediately after CG called DO, the rest of the pop section went for coffees daily; the co-workers were quiet, not vehnomous; followed by smiles and pleasantries after a few days.

G. TET may be able to address the first two types of problems Poor communications; Personal attacks; but the purposeful debilitaing of my work may require other steps to be taken.

1. If the facilitator can address the fundamental problems and help us practice eliminating personal attacks and improving communication skills then perhaps TET would work
2. Nonetheless, the director should know about the state of the work environment created by DO in the pop section.

H. What can I do?

1. To try and make my co-workers comfortable.
2. I had thought that by working hard, being inventive, innovative, gaining knowledge, volunteering, that the service and products would be improved with more time available for analysis.
3. I have a strong personality, passionate, driven...this is difficult for some people to handle.
4. There is room for compromise and improvement.