



SIGNS YOUR TEAM IS *Working in Frustration*

When people spend too much time in work that doesn't energize them, frustration grows and so do disengagement, burnout, and turnover.

Use this guide to identify common signs your team may be working in frustration and what you can do about it.

COMMON SIGNS OF FRUSTRATION



LOW ENERGY

Your team members feel drained, mentally and emotionally, even after a full night's rest.



PROCRASTINATION

Tasks take longer than they should because the work feels difficult, overwhelming, or unstimulating.



FREQUENT FRUSTRATION

You hear more complaints, tension rises easily, and small issues feel bigger than they are.



RESISTANCE TO CHANGE

Your team pushes back on new ideas, processes, or ways of thinking.



DISENGAGEMENT

Team members check out, participate less, and show little initiative or enthusiasm.



LACK OF FOCUS

Distractions increase, priorities feel unclear, and productivity declines.



HIGH TURNOVER INTENT

Team members express a desire to leave or are actively looking for other opportunities.



WHY IT HAPPENS

Many people spend their days in work that drains their energy instead of work that brings them joy and fulfillment.

This often leads to frustration, disconnection, and a sense of being stuck.



When leaders understand how their teams are naturally wired, they can align work with strengths, improve engagement, and create a culture where people can thrive.



THE SOLUTION

Discovering and leveraging your team's natural strengths through the 6 Types of Working Genius can transform frustration into energy, alignment, and impact.

The right work. The right people.
The right results.

