Challenging behaviors[[1]](#footnote-1)

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| **Behaviors** | **X others / \* you** | **Notes** |
| **Overtalking**  (tend to dominate conversation) |  |  |
| **Undertalking** (tend to stay very quiet) |  |  |
| **Extremists views** (express subjective opinions as if they were immutable fact) |  |  |
| **Backseat driving** (often try to take over the process) |  |  |
| **Multitasking** (trying to do everything at the same time during the meeting such that they may as well not be in the meeting at all) |  |  |
| **Won't put down the phone** |  |  |
| **Chronic late arrival** (delaying the meeting start or interfere with process later by requiring a recap) |  |  |
| **Eeyoring** ("this will never work, just like everything else" [sad trombone]) |  |  |
| **One-issue voting** (unable to move beyond one specific issue for personal concerns, often to the detriment of the larger process) |  |  |
| **Storytelling** (provides endless anecdotes that continues to throw off the process) |  |  |
| **Do not do work** (do not complete homework in between sessions, and thus often becomes a barrier to group progress) |  |  |
| **Unpredictable behavior** (act as a wildcard, exhibiting mix of any of the above attributes; you never really know what to expect from this person) |  |  |
| **Other** |  |  |

1. From *Community at Work* ©2007 [↑](#footnote-ref-1)