



How to Work with a Workaholic Colleague

如何与工作狂共事

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Your colleague is the first one in and the last one to leave. They volunteer to take on every additional task that **comes** your team's **way** and they respond to emails within minutes. They're working all the time, whether from the office or from home. In short? You're dealing with a workaholic.

你的同事总是第一个来，最后一个走。他们自愿承担落到你团队头上的每一项额外任务，会在几分钟内就回复邮件。他们一直在工作，无论是在办公室还是在家里。简而言之，你面对的是一个工作狂。

While it's tough reporting to a workaholic boss, having a **hard-driving** peer who seems married to the job can be equally frustrating. If you've ever had a workaholic colleague, then you know how **infectious** the secondhand stress can be: since they're **putting in overtime**, you feel **compelled** to do the same. Their urgency and ultra-responsiveness create more tasks and replies for you to deal with. The workaholic's behavior isn't just annoying — it can be **downright** damaging and affect your well-being for the worst, not only increasing your chances for burnout, but also reducing your creativity, productivity, and job satisfaction.

虽然向一个工作狂老板汇报工作很棘手，但有一个干劲十足、好像已经和工作结婚了的同事也同样让人懊恼。如果你曾经接触过一个工作狂同事，你就会知道间接压力的传染性有多强：因为他们在加班，你也得加班。他们催个不停，回复超快，给你造成了更多的任务和回复要处理。工作狂的行为不仅令人讨厌，还极具破坏性，会从最坏的方面影响你的健康，不仅会让你很容易精疲力竭，还会降低你的创造力、生产力和工作满意度。

480 Words

come your way 意外落在……头上，偶尔发生在……身上 | Several chances came our way but we missed them. 我们遇到过好幾次机会，但都错过了。

hard-driving *adj.* 进取心十足的，要求过高的

infectious [ɪnˈfektʃəs] *adj.* 传染的；有感染力的 | an infectious laugh 有感染力的笑声

put in 花费，投入（时间或精力） | They've put in time and effort to keep the strike going. 他们花费了很多时间和精力以使罢工持续下去。

overtime [ˈoʊvərtaɪm] *n.* 加班，加班的时间；加班费 | He would work overtime, without pay, to finish a job. 他会为了完成工作无偿加班。

compel [kəmˈpel] *v.* 强迫，迫使，使必须 | She felt compelled to resign because of the scandal. 因为这个丑闻，她感到必须辞职。

downright [ˈdaʊnraɪt] *adv.* （强调令人不快或负面的事或行为）彻头彻尾地，十足地，完全地 *adj.* 彻底的，十足的 | She was downright rude! 她无礼透顶！

Dealing with a workaholic colleague can be challenging, but there are steps you can take to **mitigate** the negative effects of their behavior on yourself and your team.

与工作狂同事打交道可能会很有挑战性，但你可以采取一些措施来减轻他们的行为对你自己和你的团队造成的负面影响。

Depersonalize their actions.

While **it's tempting to** assume that your colleague is overworking in an attempt to **outshine** you, this is a classic example of a cognitive bias known as the **fundamental attribution error**. In social psychology, this refers to the tendency humans have to attribute another person's actions to their character or personality, while attributing our own behavior to external or situational factors that are outside our control. In other words, your colleague is probably not overworking to **intimidate** or **one-up** you. Debias your thinking by considering other reasons for their behavior.

客观看待他们的行为。

虽然你很想相信你的同事拼命工作是为了比你更出色，但这是认知偏差的一个典型例子，被称为基本归因错误。在社会心理学中，基本归因错误指的是人们倾向于将他人的行为归因于他们的性格或个性，而将自己的行为归因于我们无法控制的外部或情境因素。换句话说，你的同事可能不是为了吓退你或超过你而拼命工作。考虑一下他们拼命工作的其他原因，以此来消除你的偏见。

Resist peer pressure.

Guilt can leave you **susceptible** to falling into the same patterns as your **counterpart**. You may start comparing your capacity and output to theirs and wonder, "Am I really working hard enough?" Before you begin **overextending** yourself in an effort to "catch up," mind your mindset and be aware of extremist thinking. Taking time off for self-care isn't **indulgent**, rather it's a **prerequisite** for your performance.

抵制同辈压力。

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mitigate ['mitigeɪt] v. 减轻，缓和

| Only international co-operation can mitigate environmental damage. 只有开展国际合作才能减轻对环境的破坏。

depersonalize [di:'pɜ:rsənəlaɪz]

v. 使非个性化，使不掺杂个人感情；客观地做

it is tempting to do sth. 很想

做某事 | It's tempting to believe her story. 真想相信她的故事。

outshine [ˌaʊtˈʃaɪn] v. 比……更

优秀，比……更出色，胜过 | Jesse has begun to outshine me in sports. 杰西在体育方面开始超过我。

◇ 背景知识

fundamental attribution error

基本归因错误。人们常常把他人的行为归因于人格或态度等内在特质上，而忽略他们所处情境的重要性。

intimidate [ɪnˈtɪmɪdeɪt] v. 恐吓，

威胁；使害怕，使失去信心 | They tried to intimidate the young people into voting for them. 他们试图胁迫年轻人投票给他们。

one-up v. 胜过一筹，占上风

susceptible [səˈseptəbl̩] adj. 易

受……影响的 | Older people are more susceptible to infections. 年长者更易受感染。

counterpart ['kaʊntəpɑ:rt] n. 对

应的人(或物) | Belgian officials are discussing this with their French counterparts. 比利时官员与法国同

内疚会让你容易采用与对方相同的模式。你可能会开始把自己的能力和产出和对方相比较，心想，“我真的足够努力吗？”在你开始为了“赶上他们”而让自己劳累过度之前，注意你的心态，警惕极端想法。抽出时间来照顾自己并不是放纵，相反，这是你做好工作的前提。

Set boundaries.

Workaholics tend to have few boundaries. You'll need to play defense by managing expectations around response times and your availability. **Let's say** your colleague asks you to **turn around** a project brief in less than 24 hours. You can push back and explain, "That's not possible. If you have this sort of task in the future, I'll need at least a three day's notice to **work it into** my schedule." You might also advocate for better systems and processes that eliminate the need for excess effort.

设定界限。

工作狂往往没有什么边界感。你需要调整他们对你响应速度和空闲时间的预期来保护自己。假设你的同事要求你在 24 小时内完成一个项目简介。你可以反驳并解释：“那不可能。如果你下次再有这样的任务，至少要提前三天通知我，我才能把它加进我的日程安排。”你还可以提议采取更好的系统和流程，以消除不必要的工作。

Finally, remember to adjust your perspective on productivity. While it may be tempting to **gauge** your daily success based on the number of hours you work, it's the quality of work you deliver that matters most. Being good at your job doesn't mean working more — it means producing results.

最后，记得调整你对效率的看法。虽然你很容易根据工作时间来衡量你每天的成果，但你交付的工作的质量才是最重要的。做好你的工作并不意味着工作更久，而是意味着有产出。

级官员正在讨论此事。

overextend [ˌəʊvərɪk'stend] v. 把……做得过分，把……使用过头 | Be careful not to overextend yourself. You've been very ill. 注意不要让自己太劳累，你刚生过大病。

indulgent [ɪn'dʌldʒənt] adj. 纵容的，放纵的 | indulgent parents 纵容子女的父母

prerequisite [ˌpri:'rekwəzɪt] n. 先决条件，前提 | Good language skills are a prerequisite for the job. 良好的语言技巧是获得这份工作的先决条件。

let's say 比方说，假设 | You could learn the basics in, let's say, three months. 比方说，三个月你就可以掌握基本知识。

turn around 完成，生产出（某产品）；好转，扭转 | We can turn around 500 units by next week. 到下周我们能完成 500 台。

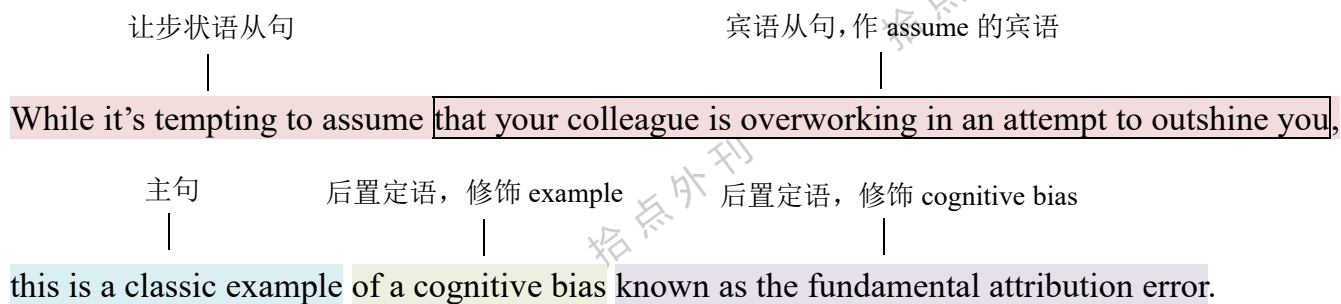
work ... into ... 包括，把……加进 | Here are a few goodies you can work into your daily diet. 这里有几样好东西，可以加入你的日常食谱里。

gauge [geɪdʒ] v. 测量；判定，判断 n. 测量仪器，计量器 | It is difficult to gauge what the other party's next move will be. 很难判定对方的下一步行动是什么。

➤ 脉络梳理

- Para. 1-2 指出与工作狂同事共事会带来负面影响
- Para. 3-6 介绍减少负面影响的具体措施
- Para. 7 总结全文，强调重要的是工作成果，而不是工作时长

➤ 长难句拆解



- 让步状语从句中，it 为形式主语，真正的主语为不定式短语 to assume that ...