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Mimi is new to the company. She is very excited to be involved on new projects and to learn from her teammates. She reads the company policy provided by HR, but she noticed that Matt, a tenured teammate is not following the policy. Matt always goes out during work hours in the afternoon and would return after 1-3 hours. Her Mimi got confused because she read in the policy that an employee is only allowed at most 30 minutes of break in the afternoon. She asked Matt where he was going and Matt told her he normally meets his friends. Matt also told Mimi that it's okay and he just needs to offset the missed hours in the evening. Their supervisor is working remotely and he is busy with managing other employees.

What is wrong in this situation?

* Clearly Matt is violating the policy of the company.
* No one in the Old employee tell the supervisor about the situation

What should Mimi do?

* Mimi should strengthen the bond between her and her supervisor or team leader. After building that trust, open up about the company policy and say that you know someone who’s not following the policy. Depending on the supervisor reaction Mimi should only tell the truth, she must also do this because she Care about the team and the company.
* If Mimi and Matt relationship got leveled up, Mimi should confront Matt about his behavior and find the balance between being a teammate and an employee.

To whom and how should Mimi communicate this?

* To both Matt and the supervisor, communicate this with love. The reason for this communication is for the team and company. Mimi should do this with care towards everyone, the company, supervisor and Matt.