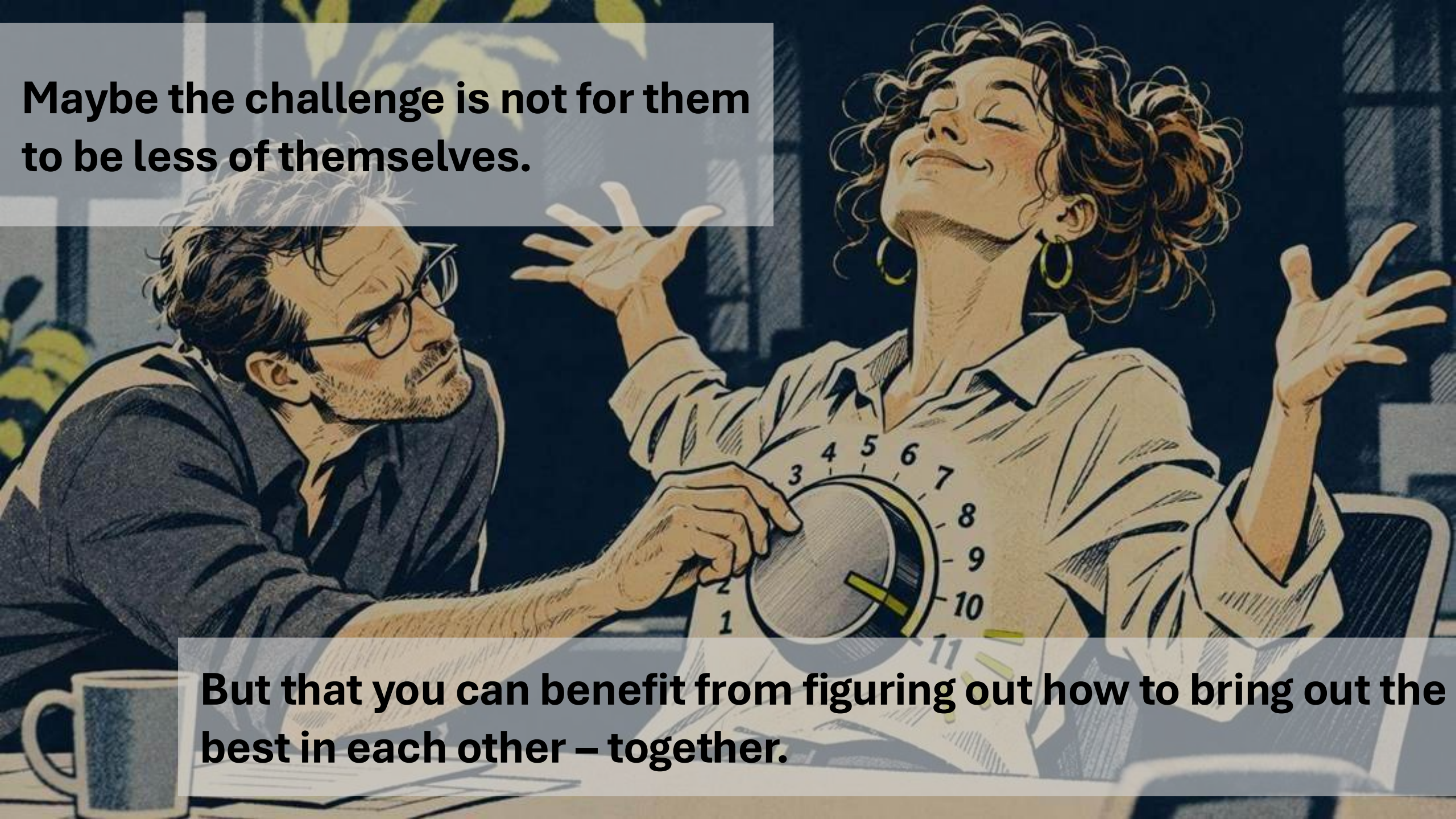
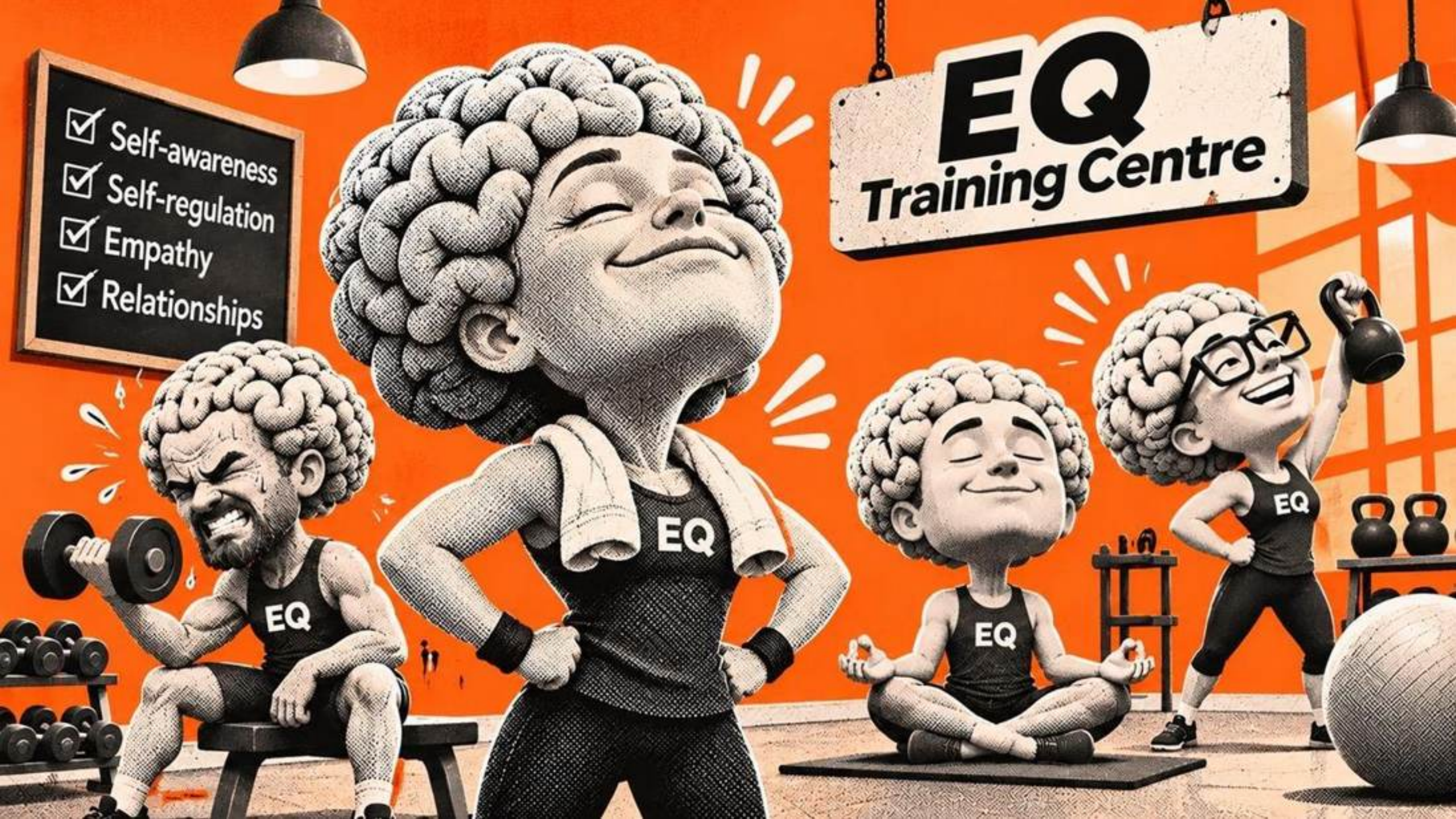
# WHY ARE OTHER PEOPLE SO ANNOYING?



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Have you ever worked together with someone, who would be a fantastic colleague...
1
2
3
4
5
6
7
8
9
10
11
...if they were just a little bit less of themselves??


Maybe the challenge is not for them to be less of themselves.
But that you can benefit from figuring out how to bring out the best in each other – together.

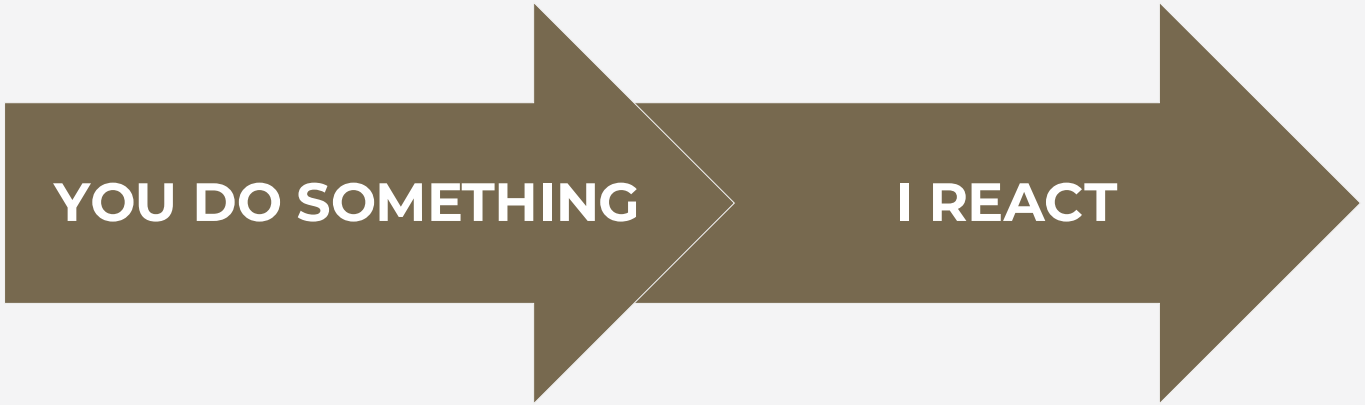

EQ
Training Centre
Self-awareness
Self-regulation
Empathy
Relationships
EQ
EQ
EQ
EQ

# Poll

Tænk på en nuværende eller tidligere kollega: Hvad irriterer dig mest ved hende eller ham?

A. Stiller spørgsmålstegn ved alt
B. Vil bestemme, hvordan tingene skal gøres
C. Bruger alt for lang tid på at overveje, selv små ting
D. Kaster sig ud i tingene uden at tænke sig om
E. Vil have alle med, før vi kan beslutte noget
F. Får konstant nye idéer og ændrer retning
G. Andet

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YOU DO SOMETHING

I REACT



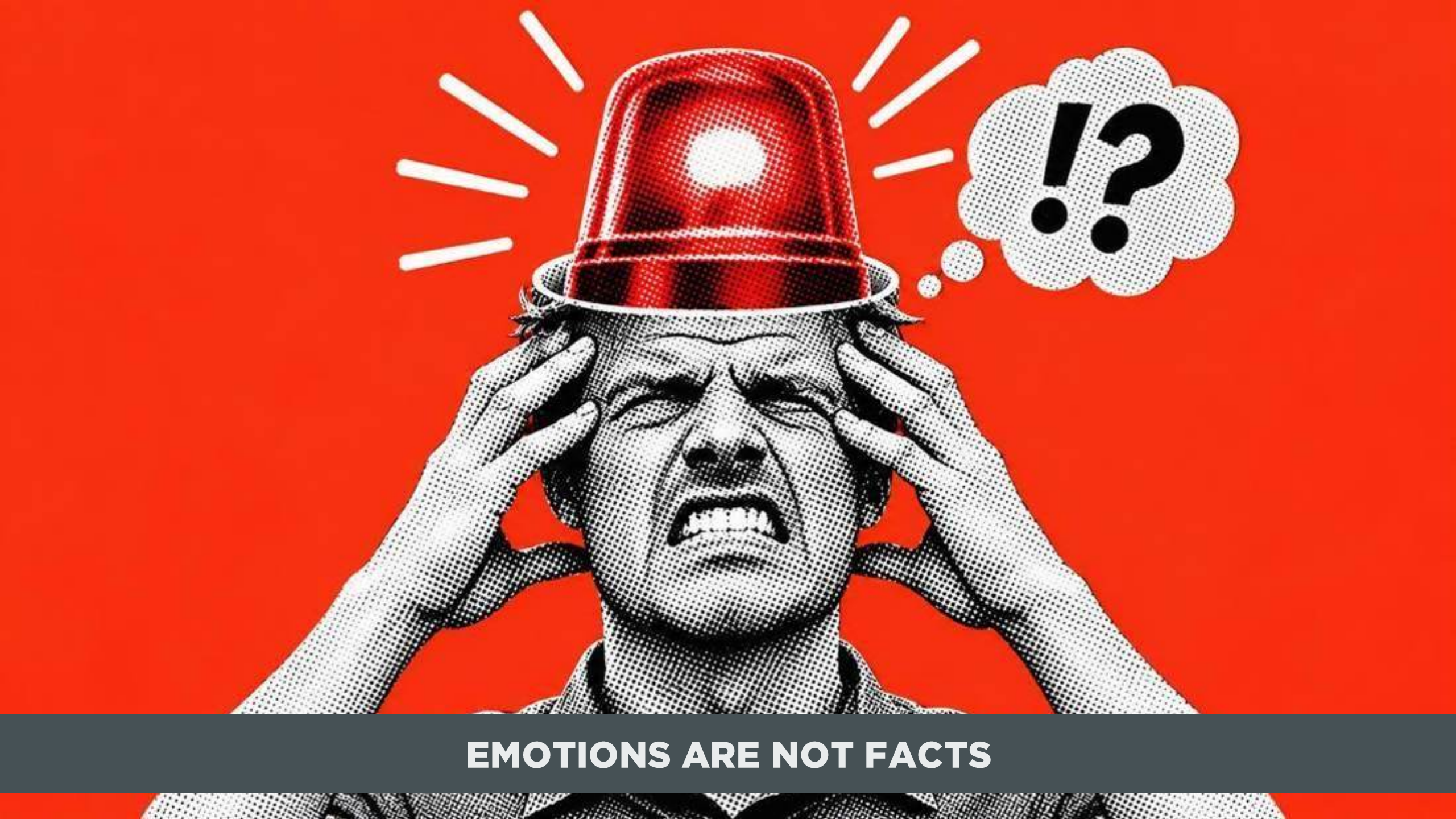
YOU DO SOMETHING

I REACT



# IT IS WHAT WE DO HERE, THAT MAKES THE BIGGEST DIFFERENCE.

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# EMOTIONS ARE NOT FACTS

We become good at explaining what went wrong, reinforcing our beliefs about what makes other people so annoying




But we don't learn to understand what went well or how to make better use of the positive qualities in others

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# MÅSKE VI KAN JUSTERE VORES OPFATTELSE?

| | | |
|---|---|---|
| Questions everything | Wants to decide how things should be done? | Spends too long considering even the smallest things |
| **Judgement** maybe? | **Leadership** maybe? | **Prudence** maybe? |
| Jumps into things without thinking them through | Wants everyone on board before we can make a decision | Constantly comes up with new ideas and changes direction |
| **Bravey** maybe? | **Fairness** maybe? | **Creativity** maybe? |

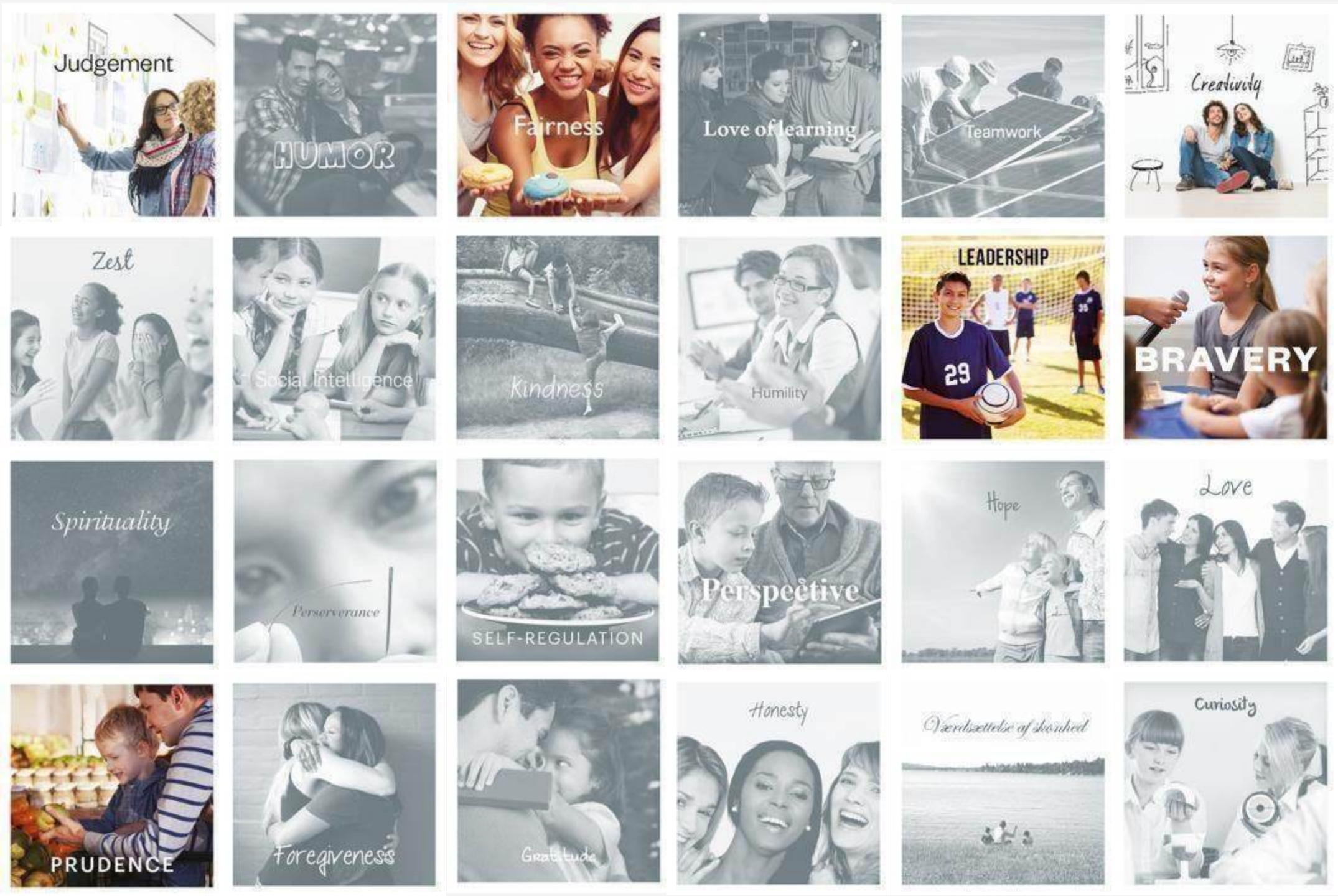
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# 24 STRENGTS

A shared language for the qualities we can bring out in ourselves and each other.

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**They are not personality types.**

**They are resources we can draw on in ourselves, recognise in others, and use to strengthen our relations and achieve more together.**

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**We all possess all 24 character strengths, but we use them in different ways and to varying degrees.**

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**But applied the right way they all can help us.**

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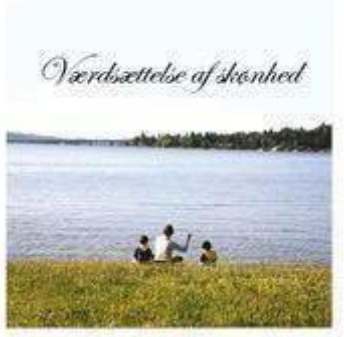
















**So, what might your top strengths?**

The ones you use most often.

The ones you particularly value in yourself.

The ones that help you when things get tough.

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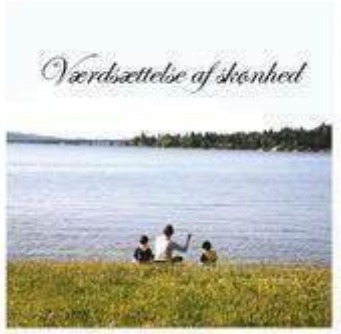
















**Choose up to three strengths**

TEKST OM HVOR DE KAN LÆSE MERE

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**OUR IRRITATION WITH OTHERS OFTEN STEMS FROM SOMETHING WE DEEPLY VALUE IN OURSELVES.**

# Anne




# Thomas



# CORE QUARDRANT

What I value in myself

What I value in others

What others value in me




**INSENSITIVE**

Too much of a good thing

Other's frustration

Something I can overdo

What frustrates me in others

What others say I should view differently

Something I would dislike in myself

**INSINCERE**

**TACT AND DIPLOMACY**

What I value in others

What can help me in many situations and relationships

What others think I should develop

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# CORE QUARDRANT

What I value in myself

What I value in others

What others value in me




**SELF-EFACEMENT**

Too much of a good thing

Other's frustration

Something I can overdo

What frustrates me in others

What others say I should view differently

Something I would dislike in myself

**PUSHINESS**

**SELF-CONFIDENCE**

What I value in others

What can help me in many situations and relationships

What others think I should develop

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# CONGRATULATIONS.

YOU'VE JUST DISCOVERED THAT YOU'RE THE ANNOYING COLLEAGUE TOO!



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# Anne




INSENSITIVE

INSINCERE

TACT AND DIPLOMACY

# Thomas




SELF-EFFACEMENT

PUSHINESS

SELF-CONFIDENCE

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YOU DO SOMETHING

I REACT



YOU DO SOMETHING

I REACT



TRIGGEREMOTION:
IRRITATION



FROM THE OTHER'S
PERSPECTIVE



HVAD DOES THE
SITUATION CALL FOR?

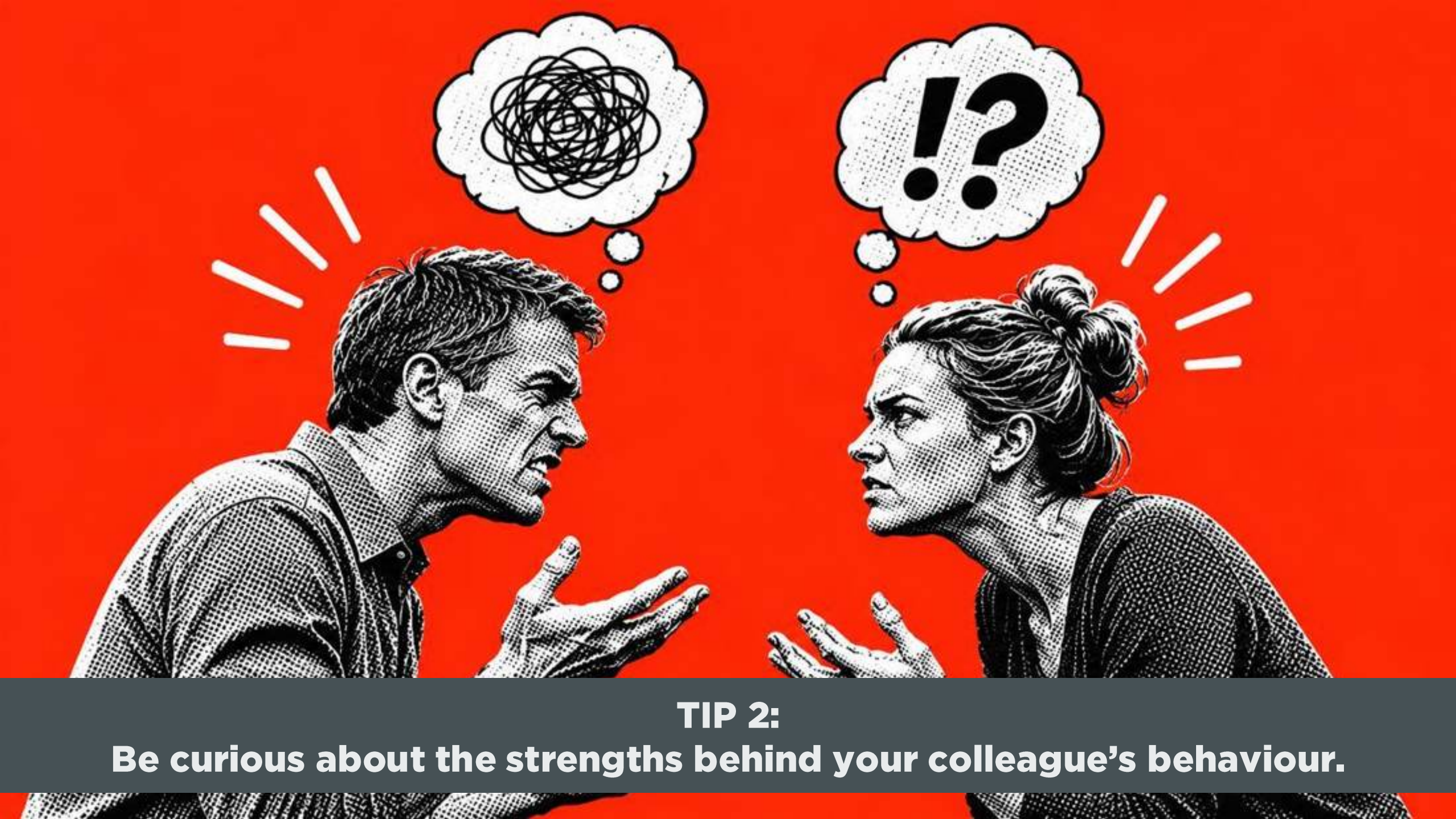
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# Poll: Hvad er sværest for dig, når en kollega irriterer dig?

A: At opdage hvad der sker i mig
B: At undgå at reagerer impulsivt
C: At forstå kollegaens perspektiv
D: At finde en konstruktiv vej videre
E: Andet




**TIP 1:**
**Emotions arise – what we do with them is up to us.**




**TIP 2:**
**Be curious about the strengths behind your colleague's behaviour.**




**TIP 3:**
**Ask what the situation calls for and how you can put your strengths to good use together.**























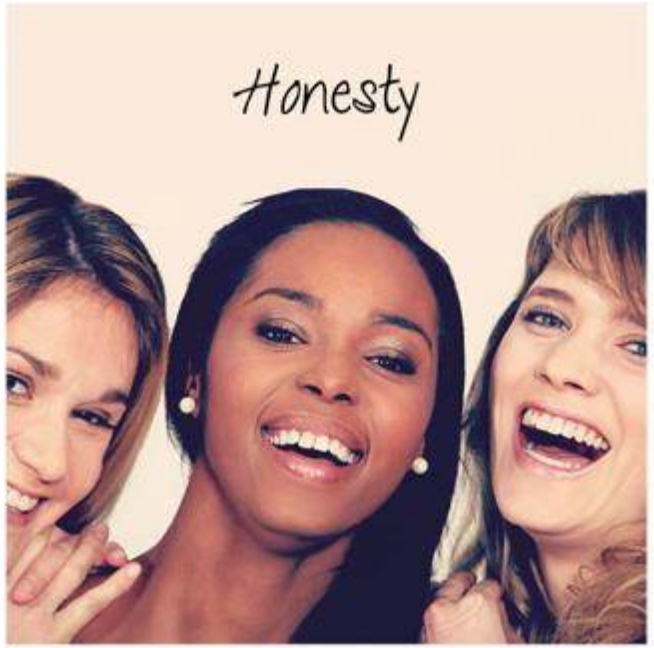





























**Maybe the situations requires you to deliver a difficult message?**

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**Or to find a solution to a shared problem?**

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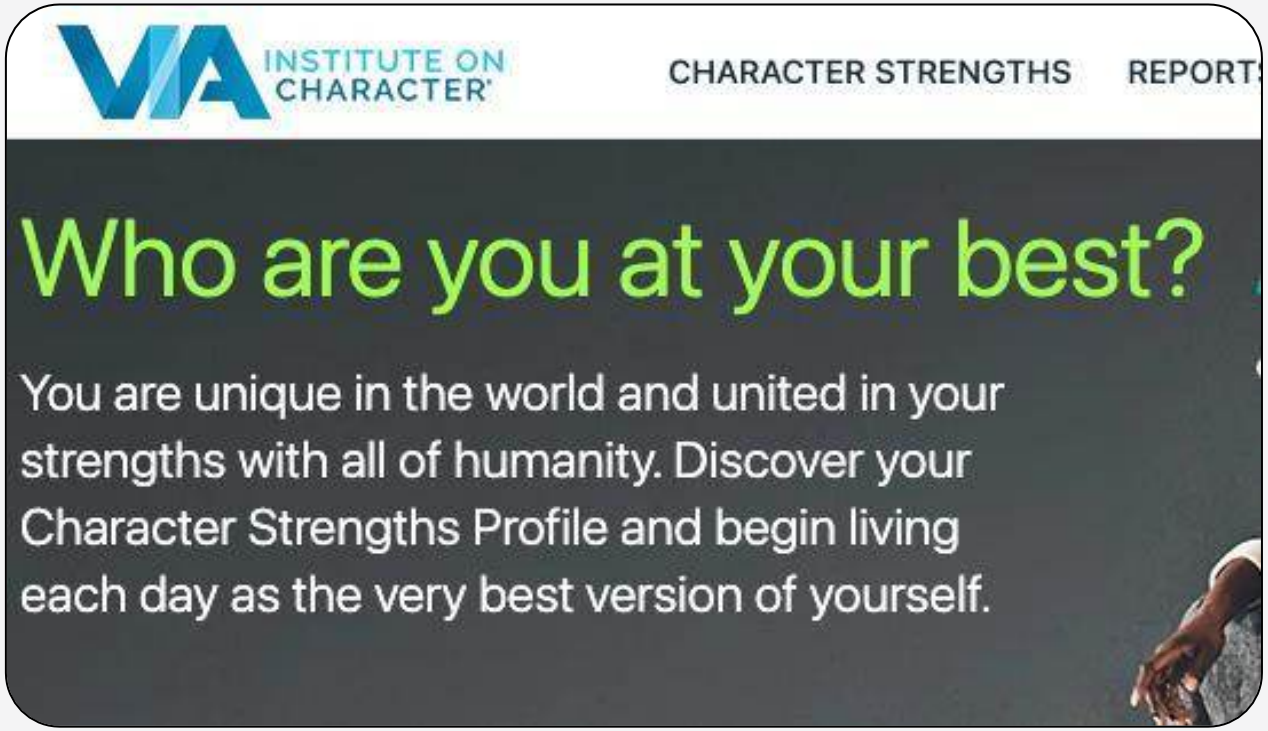

**Or that you prioritize together?**

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**The key is to practise asking what the situation calls for and how we can put our strengths to good use.**

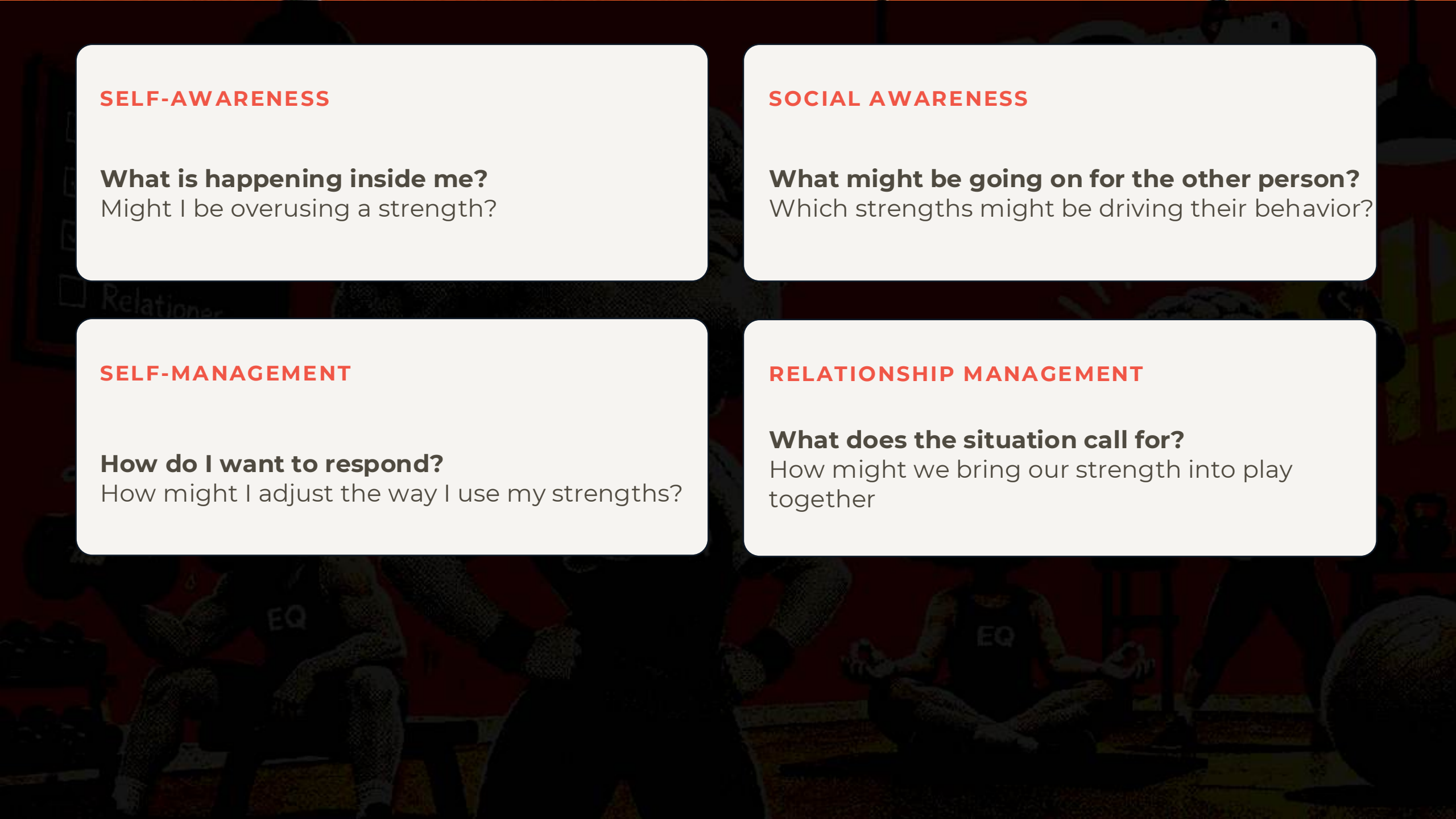

So maybe the challenges is that your colleagues need to be less of them selves.
But that you can benefit from figuring out how to bring out the best in each other – together.




Get your free character strengths profile on:

**Viacharacter.org**

Scan to



## SELF-AWARENESS

**What is happening inside me?**
Might I be overusing a strength?

## SOCIAL AWARENESS

**What might be going on for the other person?**
Which strengths might be driving their behavior?

## SELF-MANAGEMENT

**How do I want to respond?**
How might I adjust the way I use my strengths?

## RELATIONSHIP MANAGEMENT

**What does the situation call for?**
How might we bring our strength into play together

YOU DO SOMETHING

I REACT



YOU DO SOMETHING

I REACT



# IT IS WHAT WE DO HERE, THAT MAKES THE BIGGEST DIFFERENCE.

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PFA WEBINAR · 19 NOVEMBER 2026

# Why are other people so annoying?

Here you will find the tools and slides from the webinar with Mads Bab, so you can pick up where we left off. The best collaboration happens when you discover how to be more of the best you each are. Together.




Slides coming soon

Go to the tools ↓

Explore your strengths, core quadrant and the four EQ training areas

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