

[Part 2] Workplace Relationships and Handling Workplace Problems

Have you ever felt that someone speaks to you harshly, ignores you, or treats you differently at work? Sometimes, differences in language and culture can cause misunderstandings, problems, or stress. In this edition, we explain common questions about workplace relationships and harassment in a simple way. We also explain what you can do if these problems happen. We hope this information will help you work in Japan with confidence and peace of mind.

How to Deal with Harassment and Communication Problems

Q1

My supervisor speaks to me very harshly, and I feel scared. Is this a problem?

A1

Even if your supervisor is giving work instructions, it may be a problem if they speak too harshly or say things that hurt your dignity or feelings. Write down what happened, when and where it happened, and what was said or done. Then, talk to someone you trust or a consultation desk. This can help you explain the situation and get support.

Q2

My co-workers ignore me or leave me out. What should I do?

A2

Being ignored or left out at work can be very stressful. Stay calm and try to communicate about the situation if you feel it. Think carefully about what is happening. If the situation does not get better, talk to your supervisor or a consultation desk. They may be able to help improve the situation.

Q3

I feel that I am treated differently from Japanese workers. Is this fair?

A3

If the difference is not related to your job and seems unfair, it may be a problem. Think about what is different and write down the facts. Then, ask your company about the situation. It is easier for others to understand and help you if you explain the facts, not only your feelings.

Q4

I was blamed very harshly for a mistake at work. Is this a problem?

A4

It is normal for your supervisor to point out mistakes. However, being blamed too harshly or repeatedly can cause mental stress. You can tell your supervisor what kind of guidance is easier for you to understand. If the situation does not improve, consider talking to a consultation desk or another trusted person.

Q5

I am being sexually harassed at work. What should I do?

A5

Unwanted physical contact or comments that make you feel uncomfortable may be sexual harassment. Write down what happened, when and where it happened, and keep any evidence if possible. Then, talk to your company's consultation desk or an outside support service. Keeping records can help you get the right support.

Q6

I do not understand the workplace rules in Japan. What should I do?

A6

In Japan, being on time and reporting, contacting, and asking for advice are important at work. If you do not understand something, do not leave it unanswered. Ask your supervisor or co-workers. You can avoid problems by watching how others work and asking questions when you are unsure.

Q7

I do not understand why I was criticized. What should I do?

A7

Sometimes, language differences or unclear explanations can cause misunderstandings. Ask what the problem was and make sure you understand the reason. If necessary, take notes while you listen. This can help you understand better and avoid the same problem in the future.

Q8

I cannot communicate well with my co-workers. What should I do?

A8

Sometimes, differences in culture or ways of thinking can cause communication problems. Try to greet your co-workers and have simple conversations with them. This may help improve your relationships. It is also important to try to understand other people's ideas and feelings.

Q9

I feel stressed and work is becoming difficult. How can I deal with this?

A9

If you feel stressed, do not keep pushing yourself too hard. Talk to someone you trust and take time to rest. If the problem continues, think about talking to a consultation desk or asking for help. Your health is important.

Do not keep your worries or problems to yourself. It is important to ask for help early. To keep working safely and with peace of mind, talk to someone you trust or use a consultation service when you need help.