



## How do You Build Strong Workplace Relations?

There is no doubt that the “key issues of performance, productivity and profit cannot be divorced from how people are relating with each other in the workplace”. “Coaching to the Human Soul”, Alan Sieler 2003.

At **Need2Connect** we focus on the key role of relationships using our Seven Ways coaching method. When workplaces operate according to these Seven Ways colleagues connect more effectively and workplace functioning improves.

Here are some Seven Ways coaching questions for strong workplace relations:

### Respect

What can you do to really show your colleagues you respect them? Talking about their qualities is a really great start. “Your organisational ability really shone through today when you supported me in that meeting.”

### Listening

How can you really listen deeply to your colleagues? Will it be that you will take more time to ask them questions that really open up the conversation so that their opinions will be heard? Three simple words can help with this: “Tell me more.”

### Understanding

Do you really listen to understand your colleagues? Do you know who they really are and how they feel? This is something that is easy to ignore in a hectic and busy workplace. If you take the time to know more about staff outside of work you will get to know more about them as human *beings*, rather than just seeing what they *do* at work. After all “we are human beings not human doings”.

### Appreciation

How do you show your colleagues that you appreciate what they do? Do you tell them? What else do you do to acknowledge the positive things being achieved by others? Often in the workplace focus is placed on the negatives but if we show more appreciation for the many positives, workers will be more inclined to strive towards their full potential and the workplace will become one where staff want to be.

### Support.

What support do you have in your workplace? How do you show support to other colleagues? What are you doing to promote a culture of cooperation at work? When staff feel supported they are more likely to take on new challenges and productivity can improve.

### Responsibility

Are you clear about your responsibilities at work and how to meet them? How do you encourage responsibility in others? How do you avoid going into “control mode” when responsibilities are not being met? Adults don’t like to be told what to do! So how do you encourage responsibility without the “telling”?

### Independence

What choices do you have in how you do your work? How much choice do you offer others in their work practice? When we provide choices we are supporting others by giving them some power and independence in how they complete tasks, which both enhances relationships and can lead to improved workplace functioning and productivity.

If you would like to learn more about these Seven Ways and reap the benefits for your workplace you may wish to host our **Need2Connect** workshop “Seven Ways at Work”.