



Live Well, Work Well

Health and wellness tips for your work, home and life—brought to you by the insurance professionals at Veritas Risk Services

Employees that have friends at work are more likely to be engaged and enjoy coming to work.

BUILDING POSITIVE RELATIONSHIPS IN THE WORKPLACE

Positive workplace relationships can help employees be happier and more engaged in their work. According to a study by Gallup, people who have a best friend at work are seven times more likely to be engaged in their jobs. In addition, people who have a good friend in the workplace are more likely to be satisfied with their jobs.

This article provides tips on building positive relationships in the workplace and the benefits that can be achieved as a result.

Tips for Creating Workplace Relationships

- **Build Trust**—Trust is the foundation of any good relationship. If you trust your colleagues, you are more likely to enjoy working with them and be honest in your communications. To build trust, make sure you are dependable. Stay true to your word by completing any tasks you agree to on time and to the best of your abilities.
- **Show Appreciation**—It's easy to get caught up in your day-to-day tasks and take your colleagues for granted. Make sure to compliment your co-workers when they do something well, or even write a quick thank-you note when colleagues help out to let them know they are appreciated.
- **Be Positive**—Being around negativity can be draining. Instead, focus on the good things about your job and life. Positivity can be contagious and can help you become someone that others enjoy being around.
- **Avoid Gossiping**—Gossiping can cause mistrust and animosity. If you have an issue with a co-worker, talk to them directly about the issue in a mature and respectful manner. Be considerate of other people's opinions and try

focusing on the positive characteristics about co-workers rather than the negatives.

- **Take Time to Build Relationships**—Finding time to connect with co-workers can be difficult when workloads are high. However, even taking five minutes to talk with someone over coffee in the break room can be a great way to connect with colleagues.
- **Be Aware of Others**—If you share an office with others, be considerate of their preferences. For instance, some people prefer to work in silence, so wear headphones when you're listening to music instead of playing it through your computer's speaker.
- **Support Each Other's Work**—Ask your co-workers to get involved in a task you are working on and volunteer to join others' projects. Collaborating on a shared assignment gives you the opportunity to get to know one another better.

Advantages of Workplace Relationships

Below are the benefits of positive relationships in the workplace:

- **Less Turnover**—Employees with friends at work are more likely to be engaged in their work. Engaged employees are less likely to look for a new job, which can help reduce turnover-related expenses. In addition, engaged employees are likely to be more productive.
- **Develop Careers**—Getting to know your co-workers can help build trust. Being on good terms with your co-workers and managers can also open the door to new promotions and opportunities that you may have otherwise missed out on.

By following the tips mentioned in this article, you can start building healthier workplace relationships and enjoy your job more.

