

A woman with dark, curly hair is looking at a whiteboard in a meeting room. The whiteboard has a bar chart on the left and some diagrams on the right. An orange rounded rectangle is overlaid on the image, containing the title and company name.

Relationships Workbook

Bailey & French.

Humanising the world of work

Relationships – an introduction



High quality relationships are extremely beneficial for our wellbeing. Strained relationships can have a big impact on us, but we can improve the quality of these with high quality connections.

High quality connections

Jane Dutton (Psychology Professor at the University of Michigan) found that high quality connections can help to build trust and support with others. These connections feel more open, competent and alive, transforming our workplace.

We can foster high quality connections by supporting others to complete tasks. This includes delegating tasks based on people's particular strengths, nurturing people based on their specific needs and altering timings, processes or content to support someone to complete a task.



How to build meaningful human connections

Remove judgment and create a safe space for people to open up



Sharing your vulnerability and what holds us back or sharing our fears can help others feel safer to be imperfect themselves



Shifting our levels of listening to the first response. Make sure we're listening to what somebody is saying rather than how we should respond



Reflection is something important, we can build a stronger bond by reinforcing with further reflection



Task

1. Write down the names of six people you work closely with in the spaces below
2. Out of five stars, rate how much each person supports you
3. Out of five stars, rate how much you support each person





Pick one person who highly supports you. When was a specific time they did this? Is there anything you did to help them support you?



Pick two people you could support more. How could you better support them? How can you practically do this, and when?

