

HOW TO BUILD TEAM CONNECTION

in a remote working world



tips

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HAPPY
WORKPLACE

HELLO *leaders*

The pandemic flipped the working world as we know it on its head. Many organizations were forced to switch to working remotely practically overnight, and many have chosen to remain working from home permanently or have adapted a hybrid model. No matter how your team is working these days, feeling connected is important to collaboration, productivity, and our mental health.

How can we maintain feeling connected in a remote working world?

Check out these 10 tips to help, whether the team is in-office, working from home, or a combination of both.

1

Take responsibility- If you want to help build strong connections among the team, start here. There are no secret formulas, magic wands, or perfect checklists that will work for every team and every business. This will take time and effort. Accepting that will make it so much easier.

2

Foster trust- accomplish this by trusting your team (after all, you hired them, right?), being honest, and establishing a environment where the team where the team feels safe speaking up.

3

Prioritize Communication- Understand that people communicate differently, and that includes listening. Recognize the different communication styles you have on your team, and practice active listening. Avoid leading through email or text.

4

Don't avoid conflict- Conflict can be a way of bringing attention to things that need to be changed. This is where healthy communication comes in. Set boundaries when conflict arises, but make space for emotion.

5

Involve the team- When creating new and inspiring ways to connect, ask the team for help. Every team is different, so involving the team instead of trying out something that may or may not work is more efficient.

6

Incorporate gratitude- Incorporating gratitude into your workplace not only strengthens teams, but it also reduces stress. Make gratitude an ACTION vs just a feeling. Ideas: handwritten notes, gratitude circles at meetings, "thank you" white boards

7

Share success and failure- Sharing wins with the team is fantastic, AND normalizing failure and the value of failing is important also. Share success and failures regularly in meetings, email communications, 1:1 chats, EVERYWHERE.

8

Schedule rest and play- Shared experiences is one of the best ways to strengthen connections between team members. Organize shared experiences regularly that build in rest and play into your work days.

9

Regular check ins- As leaders, we may not be mental health professionals, but that doesn't mean we should not be paying attention to and prioritizing the team's mental health. Check in with the team regularly and have real conversations that go beyond "how are you."

10

Be an example- If you want the team to have innovative ideas, collaborate, have fun, and communicate and connect in real ways, then you have to be willing to do all of that yourself.

Want more custom help with your work culture (or just want to have virtual tea time with me)? Schedule a free consult!

Wendy Conrad, Work Culture Strategist

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