

WANT TO REDUCE EMPLOYEE BURNOUT? STRENGTHEN RELATIONSHIPS

CREATE COMMUNITY

based on:

- Collective values
- Shared experience
- Appreciation of diversity
- Communal resources

COMMUNICATE

with mutually accepted expectations of:

- Logistics
- Purpose
- Tone (e.g., civility)



RESOLVE CONFLICT

by insisting on:

- Crucial conversations
- Accountability at all levels
- Culture of fairness & respect

MAINTAIN CIVILITY

by treating others with:

- Acceptance
- Appreciation
- Accommodation

FOSTER SUPPORT

by prioritizing:

- Psychological safety
- Mentoring/Peer support
- Team events
- Social gatherings

THOUGHT QUESTIONS:

- What is the organization doing well in building community, encouraging communication, resolving conflict, maintaining civility, and/or fostering support?
- What needs to be done better?
- How can you make relationship-building a priority?
- Who are the expert "relationship builders" that can take the lead?

