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Respectfully Up Yours!

How To Play Nice At Work

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Today’s Playbook

- What’s in it for you?
- Show off your inner artist!
- Accountability
- Conflict Resolution
- Action Plans

Department Assessment

How does your department or team rate, right now?

Consider This:

I’ve learned that people will forget what you said and people will forget what you did, but people will never forget how you made them feel.

Maya Angelou

Making a Difference

- Name one person who made a difference in your life.
- Why did they make a difference?
- How did they make you feel?

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Picture This

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A Respectful Workplace

- What does a respectful workplace promote?
- What’s in it for you?

Promotion

- A feeling of community
- Stability
- Employee retention
- Open communication and conflict resolution
- A sense of value for each employee
- Trust
- Creativity
- People working to their strengths and full potential

Promotion (cont'd)

- Productive employees
- Job satisfaction
- Diversity
- Employees working towards customer satisfaction
- Employee input
- A focus on problem-solving not blame
- Positive as well as constructive criticism
- FUN!

Picture This

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An Inappropriate Workplace

What are some examples of inappropriate workplace behaviors?

Inappropriate Behaviours

- Shouting at a coworker
- Acting with condescension
- Gossiping or spreading rumours
- Interrupting
- Lack of DEBI
- Sending hostile emails or other correspondence
- Taking credit for someone else's work
- Withholding important information
- Making assumptions

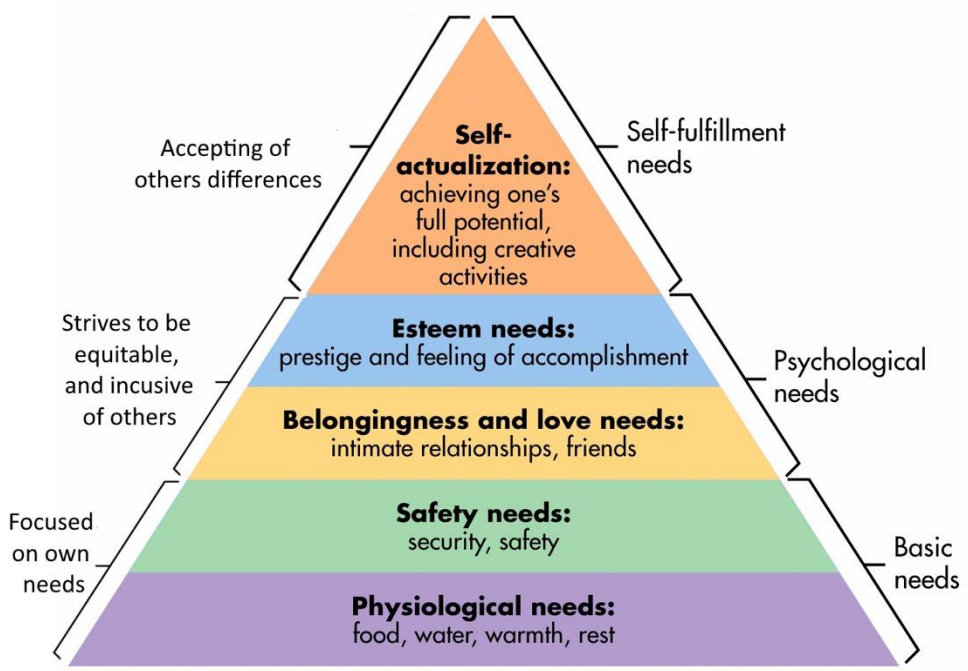
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Show Your Inner Artist

Understanding the Fundamentals...



Maslow's Hierarchy of Needs: Applying to DEI



Understanding "*why*" valuing the diversity of our workforce and connecting what different people need.

Creating Collective Rules of Engagement

Meeting each other's basic physiological and safety needs as a team!

Considerations when creating rules:

A. Understanding the agreed engagement practices within team.
B. Encourages members to reflect on how others might be impacted through the language used and the actions chosen.
C. Intentionally consider how one is delivering an idea, training or protocols into our workforce.



Resolving A Workplace Issue: Using Team's Rules of Engagement



Building Bridges



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Toxic Employees

- What is a toxic employee?
- Stress response
- What are our rights and responsibilities?
- Accountability

Prevention

Who is responsible to prevent disrespect in the workplace?

Source

Target

Observer

Person with Authority



“What you permit, you promote!”

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Reactions

Real freedom is the ability to pause between a stimulus and a response, and in that pause, choose.

Rolo May

Creating Change

- What will we commit to?
- Support
- Recognition
- Conflict Resolution
- Communication

Accountability

Nowhere in the world is there a room full of people sitting around a table trying to figure out how to make your life better.



When You Enter The Workplace

- Please **choose** to make today a great day. Everyone will be thankful.

- Find ways to **play** – we can be serious about our work without being serious about ourselves.

- Be **present** for people when they need you.

- And should you feel your energy lapsing, try finding someone who needs a helping hand, a word of support, or a good ear and **make their day**.

FISH Philosophy

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Questions?

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