

Fostering *Vibrant* Connection in the Workplace



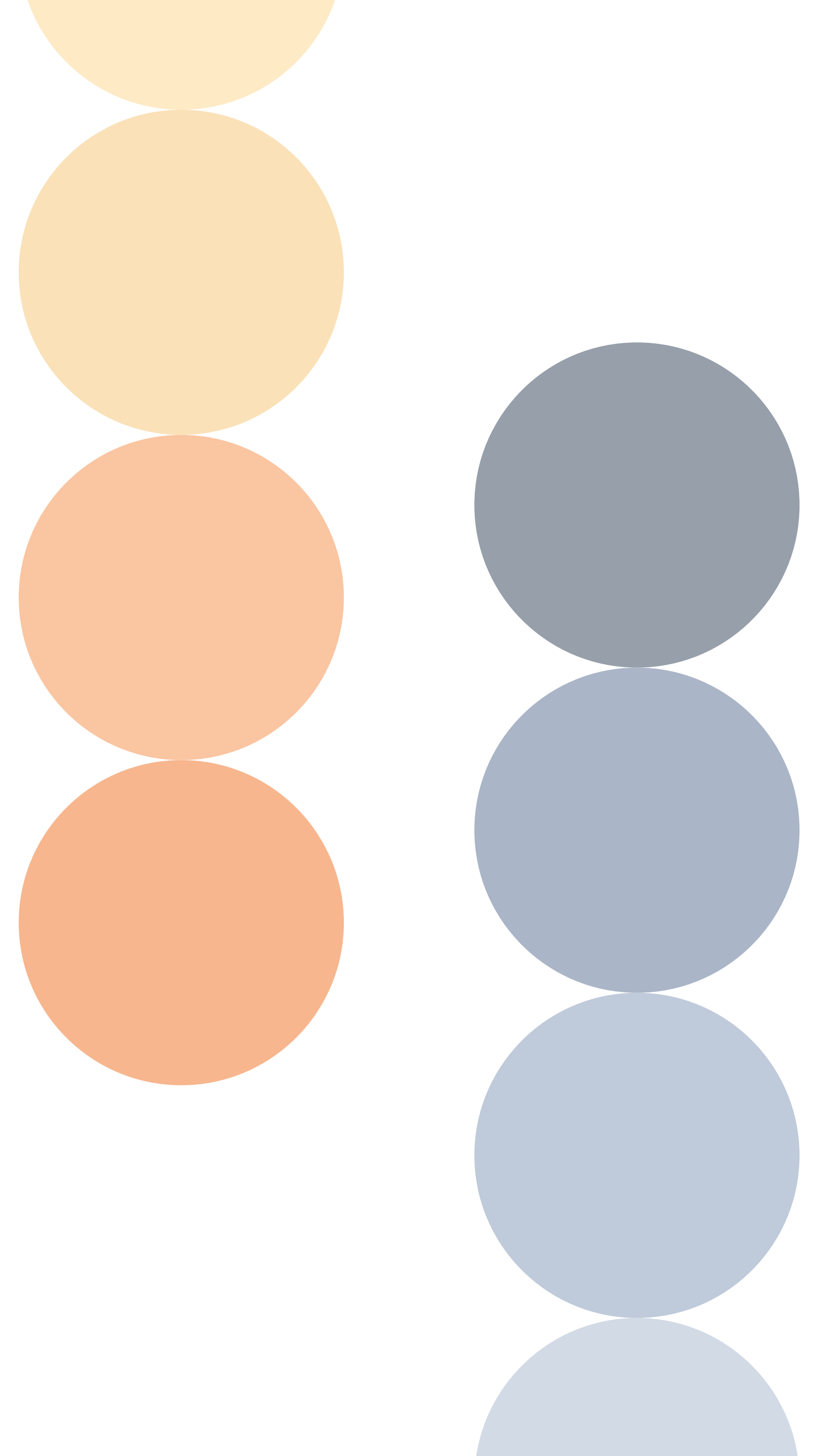
Belonging at Work

Even with the availability of valuable professional assistance, some people don't feel comfortable talking with a counselor. Others simply aren't ready for such a step. That's why it's important to not forget the power of everyday personal and community connections as a powerful, sustaining contribution to healing—including in the workplace.

Clearly, positive work connections are also critical to the morale and success of a business. One of the largest factors in whether somebody enjoys coming to work each day is whether

they're friends with the people they work with. In some cases, it's their main form of social interaction. Employees who move to an area for a job, for example, may not have other connection points in the area—other than the ones they make at work.

Here are a few ways you can help your employees build more connections in their own lives.





01

Create some fun office traditions.

Hold regular events, and inject some fun into team meetings. Building structured activities can create opportunities to laugh together and boost feelings of teamwork and togetherness.



What can you do?

Company parties are a classic example of traditions, but think outside the box for other small traditions to add. How about an annual lunchtime ping pong tournament, holiday craft competitions, or a game night, or silly 5-minute-talent-show at the beginning of each company meeting?



02

Nurture an environment where organic connections can grow.

It's natural for different personalities to gravitate toward each other and form friendships at work, and unstructured, casual interactions tend to build those friendships even better than planned gatherings, where some people might be less comfortable for having been “forced” to interact.



What can you do?

Look for ways you can encourage more informal coworker interaction, such as asking if people would like to gather together as a team for lunch once in a while, or starting less formal group chat channels for “water cooler” style sharing about hobbies people may have in common.



03

Set an *example* to encourage others to open up.

Managers can lead the charge to create an atmosphere that is fun, open, and encouraging. Loosen up! There is room to maintain a necessary level of professionalism and be a friendly face.



What can you do?

This doesn't have to mean you have to be "on," performing, or hyper-cheerful at all times. Positivity and energy are important to maintaining a positive and energetic environment, but an atmosphere of connectedness can also include sincerity, gentleness, expressing other parts of any unique personality, and even moments of vulnerability, so that others feel comfortable doing the same.

The strength of our relationships is one of the most important factors when it comes to our own emotional and mental wellness too. Be sure to check out the Connection journey in any of the Impact Suite apps for ideas on ways to deepen your relationships.

Of course, there's still an important place for therapy. If strengthening a personal community sounds insurmountable for someone, a therapist can often help guide employees toward building those long-lasting relationships in their lives. Be sure your employees are aware of their access to Teletherapy in any of the Impact Suite Apps.



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