



BUILDING RELATIONSHIPS

Building relationships is about intentionally collaborating to develop meaningful relationships with people supported, co-workers, families, community partners and other stakeholders. It is about seeking opportunities to create collaborative partnerships to meet mutual goals.



GROWTH LEVELS



Emerging

Establishes Positive Relationships

takes personal responsibility for their work, fosters strong relationships, communicates effectively, values diverse perspectives, and collaborates with respect, sharing information and feedback to support team success.

Evolving

Growing Collaborative Relationships

Builds and maintains positive relationships that benefit individuals, families, the organization, and the community, fosters team collaboration, values diversity, and resolves conflicts with accountability to promote growth and cooperation.

Leading

Builds Networks

Actively develops new relationships, leverages strengths and resources, fosters collaboration, and uses mentoring to create opportunities for community inclusion, knowledge sharing, and long-term positive impact.

Influencing

Creates Social Capital for Greater Good

Utilizes strategic planning and collaborative relationships to drive positive change, align perspectives, and create synergies across sectors, fostering respect, knowledge exchange, and impactful outcomes for individuals and communities.



Complete your self assessment on Advocacy and email it to yourself and then share with your mentor or someone you trust. [Click here to do a self assessment](#)

TEAM ACTIVITY

Speed Friendshipship for your staff team meeting (works best in person)

"Speed Friendshipship": Similar to speed dating, participants rotate every few minutes to have brief one-on-one conversations with different people, answering fun icebreaker questions like "What's your favourite team-building activity?" or "What's one thing you're passionate about?" This quick-paced activity promotes networking.

Arrange your team in two circles, one inside the other and facing each other. Give each person a page with a list of possible icebreaker questions (See page 3). Have them ask each other three questions, give them 2 minutes, and then have the inside circle rotate and do the same activity with a new partner.

ACTIVITIES TO ASSIST WITH COMPETENCY DEVELOPMENT

- Identify 3 times you have collaborated and make a list of what worked well and what did not work well.
- Identify a team or group you work with and make a list of each member's strengths
- Acknowledge your colleagues. Identify 3 people you are on a team/ group or work with and acknowledge their contribution to the work. Make notes of what you acknowledged and their reaction.
- In a meeting encourage everyone to participate. Make notes on how you encouraged others to participate.
- Join a committee/ group outside of your traditional work environment.
- Identify a long-term goal and map the stakeholders you will need to involve. Note who you have a relationships with and how to maintain it and who you need to build a relationship with.
- Take a lead role in an external committee/network.

Learn more about the modernized core competencies:

VISIT: <https://dscorecomp.com>



Relationships in the workplace are the interactions you have with your colleagues. When you have effective relationships with other professionals and team members, you are more likely to enjoy your day-to-day. Building relationships in the workplace is also important for career success. Not only do relationships with colleagues in the workplace assist with networking, but they can also offer you the guidance and encouragement you need to succeed in your role.

Workplace relationships provide the following benefits:

- Increased satisfaction with your career
- Increased comfort with presentations and team meetings
- Improved productivity for all team members
- Moral support and assistance with meeting challenges

Elements of good workplace relationships:

- Trust
- Acceptance
- Team Player
- open communication

How to Build relationships in the workplace

1. Understand your strengths and weaknesses

Before focusing on developing new workplace relationships, it can be helpful to understand your strengths and weaknesses. Developing relationship skills like communication, active listening and conflict resolution can assist you when initiating workplace relationships. Evaluate the positive things that you bring to a new workplace relationship and consider the things you need in a relationship.

2. Schedule time to develop relationships

Building positive relationships in the workplace takes time. Your position's daily expectations and duties can make it difficult to find time to interact with other team members. You will find interacting with and getting to know your coworkers easier by scheduling time to develop relationships. You might schedule a time during lunch, during the first 10 minutes of your workday or as you leave the office at the end of the day. You could even schedule the first 10 minutes of a meeting to be a time when everyone catches up with one another.

3. Ask questions and listen

Asking questions and actively listening will allow you to learn more about your coworkers and are also an important part of building relationships. When you ask questions about your coworker's personal life, professional goals or daily needs, you are interested in them.

4. Offer assistance

Taking the burden off of a coworker when they are struggling to complete a project is a great way to build a relationship

5. Know when to ask for assistance

Asking for assistance can also initiate a workplace relationship. By asking coworkers to join in on projects or work tasks, you have more opportunities to get to know them.

6. Appreciate each person's role

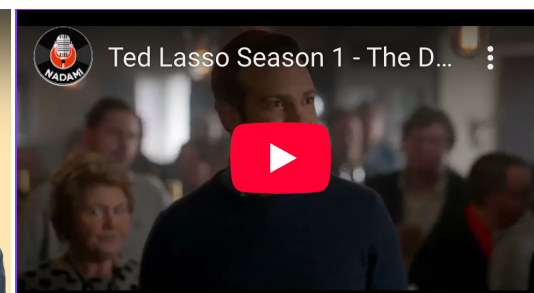
Appreciation is a powerful relationship builder. Sometimes, it might seem difficult to understand the challenges of a colleague and frustrations can lead to negative feelings. By keeping in mind that each person has different skills, abilities and approaches, you can appreciate what each person brings to the table, rather than jumping to conclusions or placing the blame,

7. Keep your commitments

Further building on trust is the act of keeping your commitments. You are more likely to develop stronger relationships when your coworkers or team members know that they know that they can rely on you.

8. Be present in the workplace

With the many responsibilities and requirements of the workday, it can often feel like the day flies by. It might feel more productive to multitask throughout the day, answering emails during a team meeting or working on your report during lunch. However, these tasks prevent you from being present. By paying attention to those around you, beginning communication and getting to know your coworkers, you will find that you can build workplace relationships with minimal effort



If you see it, share it!

Recognize your teammates

when you see them do a core competency. Watch for cards on your home/program bulletin board for details.





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Icebreaker questions for the team activity.

1. What's a surprising thing on your bucket list?
2. What's the best thing you've crossed off your bucket list?
3. If you could only read one book for the rest of your life, what would it be?
4. What's your favorite children's book?
5. What's your go-to coffee order?
6. What's your favorite board game?
7. What's an underrated kitchen appliance or gadget?
8. What was your first job?
9. What's your favorite room in your house?
10. What's the best vacation you've ever been on?
11. What's your least favorite sport?
12. What's your dream car?
13. What toppings are on your ideal pizza?
14. What song makes you feel the most nostalgic?
15. What's your go-to karaoke song?
16. What song is most likely to get you on the dance floor?
17. What format was the first album you purchased? (Cassette, CD, digital)
18. What smell reminds you most of a specific place or time?
19. Do you have a lucky number? What is it, and why?
20. What's your favorite type of cuisine?
21. What's your favorite way to eat potatoes?
22. If you could have an unlimited supply of one thing, what would it be?
23. What's your signature dance move?
24. What would your personal theme song or walk-on song be?
25. What's your favorite dad joke?
26. What animal do you think best represents your personality?
27. Who would play you in a movie about your life?
28. If you could invent a holiday, what would you celebrate?
29. If you could have any fictional character as a best friend, who would it be?
30. What's the most bizarre dream you've ever had?
31. What's your favorite way to waste time?
32. If you could be any age for a week, what age would you be?
33. What's the weirdest (SFW!) thing you've ever Googled?
34. What's your favorite under-the-radar life hack?
35. If you could change your name to anything, what would you choose?
36. What was the last time you laughed really hard?
37. What's the most unusual thing you've ever collected?
38. If you could turn any activity into an Olympic sport, what would you win a gold medal in?
39. If you had to participate in an actual Olympic sport, which would you choose?
40. What's the story behind your coolest scar or gnarliest injury?
41. What's the most unusual thing you've ever seen in someone's home?
42. What's the worst haircut you've ever gotten?
43. What's your star sign? Do you think your sign's characteristics describe your personality?
44. How do you like to celebrate your birthday?
45. What was your most memorable concert experience?
46. What was your most memorable wildlife experience?
47. What would you want your last meal to be?