

# November

# Building Community

What does it mean for our workplace to be a community? Feeling involved and important, sharing values, and respecting and valuing our coworkers fosters a sense of community within the workplace, and makes everyone's job easier. Each person in a workplace plays an important role in developing a unique and dynamic sense of belonging.



## 5 Steps to a Sense of Community in the Workplace

1. ***Work towards a common goal.*** Communicate ideals and desired outcomes, and work as a group to achieve them. Don't detach your duties from those of your coworkers.
2. ***Seek and offer help.*** Extend requests for and offers of assistance to those who need it. If you have expertise in a particular area, become a troubleshooter when your coworkers have issues in that area.
3. ***Involve yourself in the cares and concerns of your coworkers.*** By understanding their priorities and very general aspects of their personal lives, you will be more connected and in tune to who they are.
4. ***Develop an open-door policy, in and out of your office.*** Be approachable, and welcome both questions and constructive criticism.
5. ***Build accountability and ownership.*** Accept responsibility for mistakes, and share the credit for group or team achievements. Demonstrate integrity.

## Group Activity

Elect one person as the leader. The leader instructs the group to spread out, and gives each person a pen and paper. The instructor, who keeps his paper hidden from the group, begins to draw a simple picture (house, car, dog), directing the group to copy his drawing step by step ("First, draw a large circle. Underneath the circle, draw a wavy line".) When the leader is finished, compare drawing between leader and group, and between members of the group.

What does this show you about direction, leadership, listening, and perception? What could have been done differently so that the group's individual drawings were more alike? Could the ideas be used to build stronger community at work?