

# January Strengthening Morale

**Strong workplace morale is crucial to healthy relationships, job satisfaction, and productivity. While occasional stressful situations, conflicts, and tough times are to be expected in any environment, strong morale leads to a resilient, compassionate team that can survive hardship together and come through as a stronger unit.**

## What Does Strong Workplace Morale Look Like?

- Employees who care about their jobs, feel that they are making a difference, and feel that they are an important member of a team
- High levels of cooperation, initiative, communication, and camaraderie
- Low turnover rates, people who are committed to their cause/organization
- Employees who care about each other both as coworkers and as individuals
- 'Open door' policies, freedom to ask for help and raise concerns
- Freedom from/zero tolerance of harassment, intimidation, violence, bullying, discrimination, and reprisal



## Ways to Improve Morale

- Refrain from gossip, negative commentary, and criticism of those around you.
- Look for the best – or at least the humour – in each situation, and encourage others to do the same.
- Try to be approachable: welcome interactions, questions, and constructive criticism. Your coworkers shouldn't feel that they are making themselves vulnerable by coming to you with an issue.
- Share the burden of large or frustrating projects, and encourage each other.
- Recognize and celebrate the individual strengths of those around you.
- Think of the bigger picture, and remember the important role you play in the achievements and goals of your organization.
- Offer sincere encouragement and thanks to those around you.

## Monthly Mindfulness Exercise: Meeting Yourself

**Imagine you are another person meeting you for the first time. Which of your personal qualities would you find appealing? Which would push you away? Are those negative qualities things you can work to change or improve?**