

STRATEGY #3: Creating Effective Workplaces

Teamwork is an important part of an effective workplace.

Teamwork

Teamwork becomes difficult if some employees are perceived as outsiders. If there are concerns about awareness of the organizational culture, the employer should not hesitate to act.

Workplace Issue: **Some employees do not fit in with other co-workers.**

If this occurs: **Confirm each employee's sense of belonging.**

The employer or supervisor should:



1. **Check the employee's interest in the job.** Explore the employee's perception of his or her workplace contributions.

Tip for success: Visual aids and posters promoting team spirit will increase day-to-day awareness of the importance of each worker's contributions to common goals.



2. **Explore the employee's ability to form new relationships.** Check whether there are any unresolved conflicts.

Tip for success: Use Employee Resource Groups (ERGs) to help employees become part of the team.



3. **Verify that the employee is aware of the organizational culture.** Discuss the employee's understanding of workplace etiquette.

Tip for success: Check whether the employee is engaging in inappropriate social behaviours.

