

Be Well Aware – Health Article



How to Create Community in the Workplace

Feeling a sense of community in the workplace is often found to be one of the top three factors valued by employees. When employees feel a sense of cohesiveness, work becomes more meaningful and purposeful. By establishing strategies to build connectedness, companies can possibly increase employee productivity, performance and retention.

To begin building community, companies can look to their employees to help create vision. Current employees can provide insight to what can improve motivation at work and new or onboarding employees can be asked to provide fresh ideas on what may keep everyone connected and engaged.

Acts of Kindness

- Encouraging volunteerism is a great way to foster connectivity and work towards a greater goal. Set a collaborative benchmark and provide examples of ways to volunteer in the community. Scheduling a litter clean up, serving at a local soup kitchen or collecting items for area youth are all positive opportunities to work together to make a difference.
- Living in a world of technology, individuals should feel as connected more now than ever. However, electronic communication can sometimes feel impersonal.

Write a handwritten, encouraging note to a coworker to show appreciation or say well done.



Take It Outside

- Intracompany competition can be a fun way to motivate your coworkers to be active and cultivate team spirit. Create a softball or kickball team to play in a local park and recreation league. Have an employee fitness center. Challenge others to work out for a set amount of minutes per week or cover a certain number of miles in a month.
- Organizing an off-hours social event outside of the workplace is another way to boost team morale and allow people to get to know one another on a personal level. Schedule a hike followed by a tasting at a local brewery. Help employees tap into their creative side by organizing a paint night at a local art studio. Or, simply plan to catch a local sporting event together.

Make Meetings Memorable

- Sometimes it can feel like we are always in a meeting. Once a quarter, start or end your meeting with a new twist. Beginning of a new year? Bring poster board, magazines, scissors and glue and encourage everyone to create a vision board for the new year. Has spring sprung? Take your meeting outside for a walk while you discuss important details. Is the holiday season nearing? Create a potluck meeting and ask everyone to bring their favorite dish as well as the recipe to share.
- Chat with your coworkers and create subgroups based on common interests. Like to read? Build a book club. Enjoy following stocks? Work together to identify potentially profitable stocks. Rather be outside or active? Plan a group hike or trip to the yoga studio



By establishing a community in the workplace, employees can feel a greater sense of belonging in the workplace. With or without a budget, there is a plethora of ways to create opportunities for employees to get to know each other. Building a strong sense of community within the workplace can be a rewarding experience for both the employee as well as the company.

- Begin meetings with a fun icebreaker question or by offering a team-building activity to help build collaboration and foster communication.

Celebrate Milestones & Shared Interests

- Create a place for employees to share accomplishments whether completing their first half marathon or finishing their degree.

References:

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