



Strong work relationships start with small moments

Strong work relationships do not happen by accident. They grow through small, consistent behaviours that help people feel valued, connected, and included.

Here are six simple ways to strengthen connection at work:

Show consistency. Trust grows when people know they can rely on you. Consistency shows respect and helps build credibility.

- Follow through on commitments
- Share updates early if plans change
- Be clear about expectations

Listen to understand. Feeling heard helps people feel more connected. Listening well shows care and understanding.

- Give people your full attention in conversations
- Pause before responding
- Ask open questions such as “Can you tell me more?”

Show appreciation. Recognition helps people feel seen and valued. Even small moments of appreciation can make a difference.

- Be specific about what you appreciate
- Recognise effort, not only outcomes
- Share appreciation with the wider team when it feels right



STRENGTHENING WORK RELATIONSHIPS

Create space for every voice. Belonging grows when people feel their perspective matters. Inclusive conversations help strengthen teams.

- Invite quieter voices into the conversation
- Ask for different viewpoints
- Share opportunities to contribute or lead

Create human connection. Strong relationships grow through genuine moments of connection. Taking time to connect helps people feel known, not just part of a role.

- Start meetings with a quick check in
- Ask colleagues how they are doing
- Make space for informal conversation

Handle disagreements with respect. Different perspectives are a normal part of working together. Handled well, these conversations can build trust.

- Focus on the issue, not the person
- Stay curious about other viewpoints
- Look for solutions together

Remember...

Belonging grows through consistent behaviours. When people feel heard, appreciated, and included, stronger relationships can grow.