

WHO DESERVES A RESPECTFUL WORKPLACE?

Stand up, speak out, make a difference! When Eldon saw fellow employees being belittled by their boss he took his concerns to the CEO. Unlike some, this CEO immediately acted on the allegations. He spoke with the employee, with Eldon, and with the manager, each separately. When he and the manager recognized the error in the manager's behaviour they agreed he needed help. Soon the manager was taking a course in creating a respectful workplace.

There he learned a respectful workplace is a place where everyone supports one another rather than puts others down. That was just the start! The manager learned how to create the kind of supportive environment his workplace team soon followed his path. With time this manager's department became the one where everyone wanted to work.

Here are a few things he implemented:

- ◆ He and his team developed a list of what they wanted their workplace to look and feel like
 - Looked at the department goals they wanted to achieve
 - Set realistic and attainable goals for their own behaviours and shared these with each other so they could gain support in achieving their goals
 - Looked at the words to use to support each other in achieving those goals
 - They looked at the actions/ behaviours that would support each other
- ◆ Focused on how to build self-respect

- ◆ Explored ideas on how to motivate each other
- ◆ Made a pact to speak out against actions/behaviours and ideas rather than their co-workers
- ◆ Decided to speak up and support each other rather than silently accepting someone undermining any member of the team and that meant learning to:
 - Act assertively – speak up in a respectful manner
 - Not be passive – speaking up, not staying silent and letting poor behaviour go
 - Not be aggressive – no backbiting, negative comments or gossiping



Eldon spoke up where many might not. Bravo to him and to his CEO who looked into the concern. The manager realized he needed to be the leader for his team to make adjustments. With the support of his boss and his team everyone won.

Creating a respectful workplace requires everyone to work together. When everyone stands up and speaks out against disrespectful actions, it makes a difference. Break the cycle – implement a respectful workplace in your company.

Sherry's Corner



Recently I had the opportunity to attend my mother's cousin's 90th birthday in Brandon. What a delight to see her large family celebrate her knowledge, her love and her longevity. It made me realize how precious it is to share time with those who have lived and worked and experienced so much change. Their stories about a different time allow all of us to get a glimpse of a different life. Not better, not worse, just different.

It got me thinking about how we can just accept being different. Not the same as our co-workers, friends and even family, just different. What a difference that makes for me as I focus on accepting the difference rather than finding fault with it.

What about you? Do differences make you feel more comfortable or less comfortable? Please share your thoughts by emailing me at

Email: sherry@dimension11.com

QUOTE

“One of the sincerest forms of respect is actually listening to what another has to say.”

Bryant McGill

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