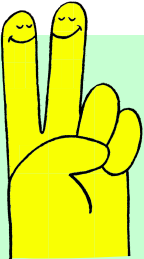


Healthy Relationship Signs



EVERYONE DESERVES HEALTHY RELATIONSHIPS WITH THEIR COLLEAGUES AND TEAMMATES. WE CAN LEARN TO MANAGE OUR BEHAVIOURS TO ENSURE THAT WE ARE CONNECTING WITH OUR TEAM IN A HEALTHY AND POSITIVE WAY. WE CAN ALL LEARN TO WORK BETTER TOGETHER BY RECOGNIZING UNHEALTHY SIGNS AND SHIFTING TO HEALTHY BEHAVIOURS.

UNHEALTHY SIGN	SOLUTION
Intensity: When someone expresses very extreme feelings and over-the-top behaviour that feels overwhelming.	It's important to respect your colleague's boundaries just as they should yours. If they don't respond to an email or a call right away, use this as an opportunity to do something kind for yourself—take a break or go for a walk—and notice how you feel afterwards. When we become more present in our own lives and jobs, we tend to become less overbearing to others.
Deflecting responsibility: When someone repeatedly makes excuses for their unhealthy behaviour.	It's important to notice when our emotions lead to unhealthy reactions to our colleagues, friends or loved ones. If you need to take some time for yourself, let your friend, colleague or loved one know that you'll be more present to continue this conversation at a later moment. They will understand and respect your boundaries, which in turn, will help you avoid lashing out unintentionally.

Discussion Questions

1. Has a colleague ever bothered you virtually, like sending you lots of emails or chat messages when you were in the middle of something, or maybe they didn't respect your boundaries? How did this make you feel?

2. What could you say to your colleagues to establish workday boundaries?

3. Why is it important to establish boundaries at work, with friends or romantic partners?

Take Action

1. Use your own interactions with your colleagues to set positive examples of what healthy workplace relationships look and sound like. Through practice and examples, we can empower our team and corporate environment to practise healthy workplace behaviours.

2. Seeing someone on your team or in your circle struggling with an unhealthy relationship inside or outside of the office can be troubling. People experiencing an unhealthy relationship may not take their friend's advice. But telling a friend that you're worried can plant an important seed and provide space for the potential of a future conversation.

3. Like learning any new skill, it takes practice to improve our communication skills. As we begin to notice how we communicate to others—and where we have communication difficulties—we can become more mindful of how our messages are received both inside and outside of the office.

