



Tips on relationship building in the workplace

by Ann E. Smith

Building good relationships in the workplace is in many ways similar to building good relationships outside of work. Similar to making friends in your neighborhood or at church, you need to get a good feel for the culture, and then rely on some common sense.

Below are some tips for building quality relationships in the office.

* Do not try too hard.

Anyone who comes across as too eager, whether at work or in a dating capacity, turns people off. If you are new at an office, do not try too hard, or you will come across as having an agenda or as pushy.

Get a feel for the people around you. Listen to what others say. If people tell you that someone is not easily approachable, then heed their warning.

* Earn people's respect.

One way to build your connections at work is by earning people's respect, through your attitude, quality of work and reliability. People will be more likely to build a deeper relationship with you if they have a sense of respect for you, based on their interactions and work experience with you.

* Do not rely on email alone.

Email is so common these days, but it is somewhat impersonal. To build relationships, make an effort to actually talk to a person. Pick up the phone, or schedule a lunch meeting. While these types of interactions are becoming less common, they are key for solid relationships.

* Seek to understand others.

The workplace is filled with so many personality types. It is not easy to get along with everyone. Add in the stress of the environment, and it is easy to want to avoid more people than not.

For relationship building, try to be patient with your colleagues. Seek to understand where they are coming from. By giving people the benefit of the doubt a couple of times, then you will be more open to a relationship with them.

* Do what you say you will do.

One of the best ways to build a relationship with someone is to do the things you say you will do. Commitment and reliability will foster relationships. Without these basic things in place, then it will be hard to build a positive relationship.

* Do not whine.

One thing that will drive people away from you at work is a whining disposition. Nobody likes to be around people who complain a lot, other than fellow whiners. Be as positive and friendly as you can, and people will naturally be drawn to you.

* Be patient.

Be patient when building work relationships. People tend to be cautious about forming bonds in the workplace, as so many people have hidden agendas and cannot be trusted.

Be patient in building your relationships, so that the ones you develop are quality ones. Connections in business can take you far, so make sure that the ones you build are strong and have depth.

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