

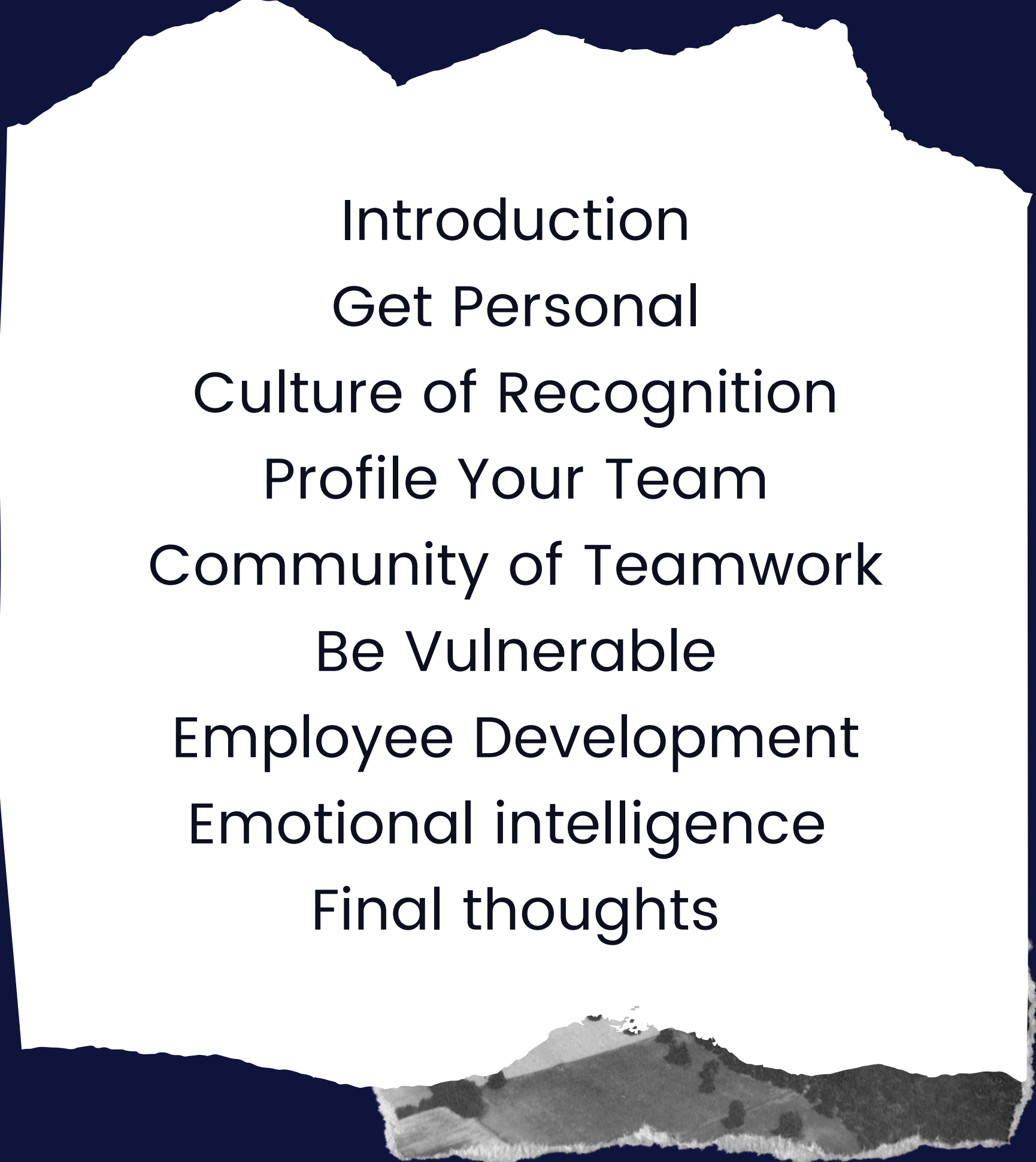
8 TACTICS TO

**HELP YOUR  
TEAM  
MEMBERS  
BUILD TRUE  
RAPPORT**

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**DWAIN RICHARDSON**

# WE COVER



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# INTRODUCTION

Building rapport is key to having a successful and connected team. The value of workplace connections is cited by studies that show happy employees are more productive. When we have a good relationship with our team members, we are more inclined to trust them and trust is the basis of any successful connection, especially in the workplace.

Having a strong rapport with your team members can make working together more enjoyable and who doesn't want to enjoy going to work! After all we spend a huge amount of our life at work- shouldn't we make the most of it?

So, how can you help your team members build rapport?

In this book I will discuss 8 ways that you can help your team members build a true rapport with each other. The emphasis here is on the words 'true rapport,' by this I mean a relationship that is genuine and authentic, not one that is forced. It might sound obvious, but fostering an environment that promotes and values authenticity is the first step to achieving this. When we are ourselves, we feel more comfortable and relaxed, which in turn makes those around us feel the same.

By following these tips, you can create a workplace culture of authenticity, respect, collaboration, and communication.



# GET PERSONAL

Personal relationships are the foundation of strong workplace rapport. When team members know each other as people, not just co-workers, they are more likely to trust and respect one another.

Encourage your team members to take the time to get to know each other's families, hobbies, and interests. Regular occasions for the team to come together will help everyone learn, understand and appreciate each other. This may include birthday activities, team building events, professional development days and milestone celebrations.

Holding a team building event can also help your team members get to know each other in a fun and relaxed setting. Creating a positive workplace culture takes effort, but it's worth it. By investing in your team and encouraging them to get to know each other on a personal level, you can create an environment of trust, respect, and collaboration.



COLLABORATION

RESPECT

TRUST



## ENCOURAGE A CULTURE OF RECOGNITION

Peer-to-peer recognition is the act of acknowledging another employee's skills, deliverables, or talent. Peer-to-peer recognition is a great way to show your team that you appreciate their hard work.

When employees feel appreciated, they are more likely to be engaged and productive at work.

There are a number of ways to encourage peer-to-peer recognition in your workplace. You can start by setting up a system where employees can easily give and receive recognition. Some companies use digital platforms, such as e-mail or social media, to recognize employees. Other companies have physical awards. There is no right or wrong method, the importance is that recognition is given and received regularly.




## PROFILE YOUR TEAM

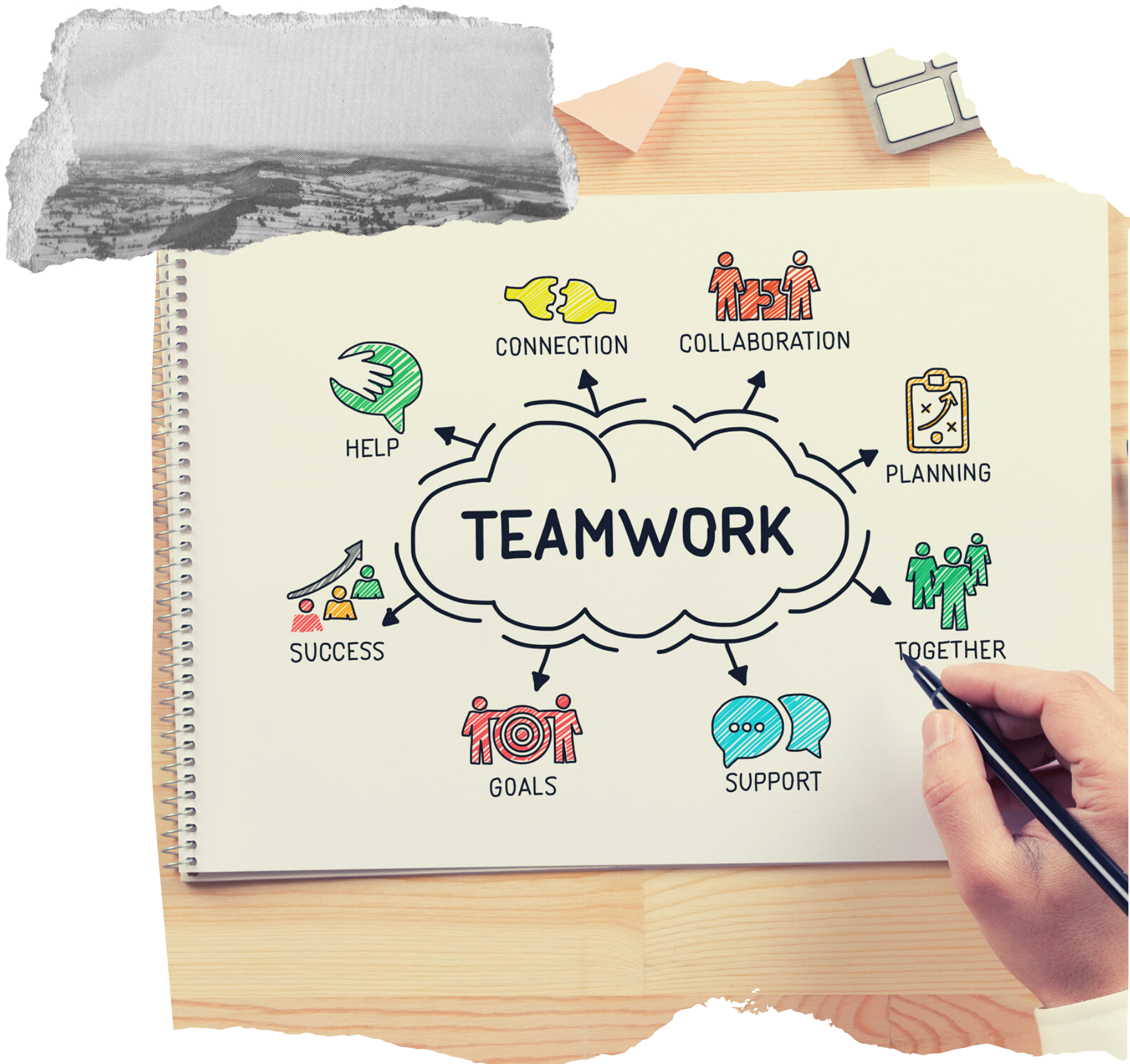
Team profiling considers what qualities each member of a team contributes and how these various skills combine together to create a cohesive unit. A good team profile will identify strengths, find out where the team is most effective, and identify key areas for development.

When team members are aware of their individual strengths and how they contribute to the team, it builds a sense of workplace rapport.

Belbin Team roles are one of the most popular methods today. Belbin empowers individuals and organisations to maximise their performance through truly understanding how each team member works. Revolving around the highly acclaimed profiling theory "Belbin Team Roles", this workshop helps individuals better understand themselves and how they and their colleagues fit within a team.



# FOSTERING A SENSE OF COMMUNITY THROUGH TEAMWORK



A strong workplace community can help employees feel happier and better connected with their co-workers. This can be done by providing opportunities for employees to work together on projects, and emphasizing the importance of teamwork.

When it comes to encouraging teamwork in the workplace, there are a few things you can do as a business owner or team leader. One of the most important things you can implement is to build diverse and inclusive teams. This means creating teams with a mix of different personality types, skillsets, and experiences. Diversity in teams can lead to more creativity and innovative solutions.

It's also important to make sure that everyone on the team feels like they are valued and that their voices are heard. When team members feel like they are a part of something larger, they are more likely to be motivated and invested in their work and one another.

Lastly, you should make sure that you are modeling the behavior you want to see from your team. If you want your team to work together collaboratively, it's important that you lead by example. Show them that you're willing to roll up your sleeves and work together towards a common goal. Encouraging teamwork in the workplace can have a positive impact on company culture and employee relationships. By creating opportunities for employees to work together, businesses can foster a sense of community and belonging within the workplace.

# BE A VULNERABLE LEADER

We're all human. We have ideas, emotions, worries, interests, and ambitions. Leaders who are able to be vulnerable with their team create an environment of trust, respect, and safety. When people feel like they can trust you, they're more likely to open up to you. Don't be afraid to admit you don't have all the answers or be wrong.

The most courageous thing a leader can do is to listen and genuinely hear others' ideas and answers.

Being vulnerable doesn't mean being weak. In fact, it takes a great deal of strength to be vulnerable. It requires you to be open, honest, and authentic. When you lead with vulnerability, you set the example for your team and empower them to do the same.

When you're vulnerable, you create an environment where people feel safe to be themselves, which leads to better team relationships, improved teamwork, and more engaged employees. So don't be afraid to show your human side. Your team will thank you for it.

# PROMOTE EFFECTIVE CONFLICT RESOLUTION

Despite common belief, all conflict is not bad. In fact, some conflict can be beneficial as it leads to creativity and new ideas. The key is to promote effective conflict resolution within your team. This means encouraging open communication, active listening, and mutual respect.

Aim to create an environment where people feel safe to speak up and share their opinions. And when disagreements do arise, encourage your team to come up with creative solutions that everyone can agree on. By involving the team, everyone feels heard and invested in the outcome.

By promoting effective conflict resolution, you'll build a more cohesive and connected team. Inter-team relationships will improve, employees will feel more engaged in their work and psychological safety will increase. So next time conflict arises, don't shy away from it. Embrace it as an opportunity to build a stronger team.



# ENCOURAGE EMPLOYEE DEVELOPMENT OPPORTUNITIES

Organisations are always looking for ways to improve team dynamics and employee relations. One way to do this is by encouraging employees to participate in development opportunities. These can be anything from professional development courses to simple team-building exercises. By taking part in these activities, employees will have the chance to get to know each other better and build rapport.

There are a few things to keep in mind when organising employee development opportunities. First, involve your team in choosing the right opportunity for them. Employees should feel like they're participating because they want to, not because they're being forced to. Second, try to cater the activities to different interests and skill levels. This will ensure that everyone has a chance to participate and learn something new. Finally, don't forget to have some fun! Team-building workshops can be a great way to build relationships, but they should also be enjoyable for everyone involved.



# DEVELOP EMOTIONAL INTELLIGENCE

One of the most important skills for any employee is emotional intelligence. Emotional intelligence is the ability to understand and manage emotions, both in yourself and in others. It's a key ingredient in effective communication, team dynamics, and overall success at work.

There are a few things you can do to help employees develop their emotional intelligence. First, provide training and resources on the topic. There are many books, articles, and online courses available on emotional intelligence. Second, create opportunities for employees to practice using their emotional intelligence skills. For example, you could hold monthly "communication challenges" where teams have to solve a problem using only non-verbal communication. Finally, encourage employees to give feedback to each other on their emotional intelligence skills. This will help them to identify areas where they can improve.

By encouraging employees to develop their emotional intelligence, you'll create a more positive and united team.



# FINAL THOUGHTS

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When team members feel like they can trust and open up to one another, the bonds of teamwork are strengthened. The rapport that is built in this type of environment helps employees feel more connected to their work and to each other. This increased connection often leads to a more productive, innovative, and satisfying workplace culture.

What have you done in your organisation to encourage rapport building?



# CONTACT US



We are focused on creating positive team cultures! We can provide further advice, or deliver a team building program or team building workshop for you!

If you would like more information on any of our services, or just want to have a chat, please don't hesitate to contact our friendly team.



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