



5 Components of a Thriving Workplace

Thriving workplaces take time and intention, just like any other relationship does to maintain. Whether you already have a thriving workplace or have some work to do to get it there, these five components are key to establishing and maintaining a thriving workplace.

The difference between the right culture and the wrong one is the intention, deliberation and enthusiasm put into it.

1. Foundation of trust and psychological safety.

Employees need to feel safe to be authentically themselves in the workplace. Employees and leaders need to have mutual trust, so that it creates a foundation for the people and business to thrive.

2. Laser focuses on what drives success and the culture that supports it.

Culture should be connected to how business success is driven. An organization cannot please everyone, so narrowing the focus and aligning the culture accordingly will drive success. Culture is cultivated regularly through communications, activities, initiatives, and employee and team interactions. A culture steward is present and committed to cultivating the culture.

3. Creates opportunities for feedback.

Thriving workplaces have built-in mechanisms for feedback, so there is no question on when, where or how an employee can provide feedback. Positive feedback is shared and celebrated. Negative feedback is also recognized and shared, with a plan communicated for how it will be improved upon.

4. Recognizes employee contributions.

Everyone appreciates recognition. Thriving workplaces celebrate the accomplishments of employees. Great leaders know how team members prefer to be appreciated and provide the recognition timely and in accordance with preferences.

5. Provides regular and intentional communication.

Improved communication builds employee engagement, culture, and trust. Communication will also boost retention and recruitment as employees become advocates for your organization based on their level of engagement. Communications should be intentional, share the why behind what is being communicated. Communications should also be delivered through a formalized structure to ensure the message reaches all employees and is cascaded and reinforced as necessary.

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leslie@wirebackworks.com



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