and they'll invest in mentoring and training to help people achieve their potential. People are willing to help out, information is freely shared and discussed, and people have a sense of connection. This sense of connection is important for performance and can be improved by actions that promote positivity and support.

According to the American Psychological Association’s 2023 Work in America workforce survey, 25% of fully in-person workers reported feelings of loneliness. There are several workplace essentials identified by the U.S. surgeon general for workers’ psychological health, including social support, effective communication, and positive work relationships.

The issue is that we’re struggling with creating a workplace that is well-connected. It is hard to know what exactly makes a workplace exceptional. We’ve all worked on some projects where things didn’t work out, but it can be hard to pinpoint what went wrong. It’s not just about having a positive environment, but also about having a culture where people feel supported and valued.

The sense of connection in your team and office will positively impact performance. The power of connection can make your team more productive, engaged, and innovative. People who feel connected to their supervisor and colleagues are more likely to stay with their organization.

Try some new things and see what happens with your staff! Consider your current communication strategies and look for ways to improve them. Have you thought about promoting a sense of inclusion and diversity in your workplace? Have you considered the importance of accountability and respect in your team?

From communication strategies, management essentials, to personal growth, meaning, and progress, there are several ways to improve the connections in your team. Indifference, lack of consideration of others, and a feeling that you’re unsupported can negatively impact your team’s performance. People develop “learned helplessness,” follow orders without asking questions, and are less likely to engage in collective action.

It’s all about the connections. People feel connected to their supervisor and colleagues whether working onsite, from home, or through video calls. The role of the supervisor is crucial in building a strong sense of connection.

To help your team feel supported and valued, consider the following:

- Encourage open communication
- Provide opportunities for mentorship and development
- Recognize and celebrate successes
- Foster a culture of belonging
- Support personal growth and development

Encompass these into everyday practices to create a positive impact on performance. When employees live out a vision, mission, and values that inspire and unite them, it can help them feel more connected to their work and to their team.

For Your Reflection

What can the staff do to make your team more connected? What ideas and insights can you share? How can you promote a sense of inclusion and diversity in your workplace?

Additional Resources for Connection

- Articles
- Videos
- Advice for Creating a Culture of Belonging - Melonie Parker & Sherrell Dorsey
- How a Sense of Belonging Strengthens the Workplace - SHRM
- The Power of Gratitude and Recognition
- How Everyday Interactions Shape Your Future - Mesmin Destin
- The Sense of Connection in Workplace and Office Will Positively Impact Performance
- Supervisory Newsletter
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