

Getting Along with Coworkers

Attitude

- Decide to get along no matter what (respect)
- Get to know other people right away
- Keep things positive (topics, comments, ideas)
- Anticipate organizational stress and be flexible
- Value others' time (share briefly & professionally)

Discuss:

- Identify which words & behaviors show respect

Perspective

- Are you “questioning”
 - Someone's status
 - Someone's certainty (opinion)
 - Someone's autonomy
 - Someone's relatedness
 - Someone's fairness
- When you “question,” a person may feel threatened
- Assure and reassure others of your appreciation for them and their viewpoint(s)

Discuss:

- Talk about ways to reassure others

Engagement

- Be yourself, and allow others freedom to do so
- Find common ground (work or otherwise)
- Pause before you speak
- Give information and time freely to genuinely help
- Check in with others regularly (make time for talk that isn't about tasks)

Discuss:

- Share how you remember to pause



Closing – Getting Along



Resources: *Getting Along*

LinkedIn Learning

- Developing Self-Awareness (~ 1 hour)
<https://www.linkedin.com/learning/developing-self-awareness/welcome?u=50844473>
- Getting Along at Work (~ 34 minutes) <https://www.linkedin.com/learning/being-positive-at-work/welcome?u=50844473>
- Working with Difficult People (1 ¾ hours)
<https://www.linkedin.com/learning/working-with-difficult-people/welcome?u=50844473>

Online sources

- How to Get Along With Your Coworkers (2019 by Dawn Rosenberg McKay)
<https://www.thebalancecareers.com/get-along-better-with-coworkers-525457>
- 4 Tips for Effective Virtual Collaboration (HBR 2020 Elizabeth Grace Saunders)
https://hbr.org/2020/10/4-tips-for-effective-virtual-collaboration?utm_medium=email&utm_source=newsletter_daily&utm_campaign=mtod_notactsubs



More Resources: *Getting Along*

More Online sources

- SCARF: A Brain-based Model for Managing People on Projects
<https://www.projectmanagement.com/blog-post/59057/SCARF-a-Brain-based-Model-for-Managing-People-on-Projects> (copy this link into browser)
- The Best Ways to Get Along With Coworkers (Plus Tips and Examples)
Indeed.com <https://www.indeed.com/career-advice/career-development/how-to-get-along-with-coworkers>

JMU Talent Development Resource Collection Books

- *5 Languages of Appreciation in the Workplace* ©2012 by Gary Chapman and Paul White
- *42 Rules for Creating We* ©2009 by Judith E. Glaser
- *The Bully at Work* ©2009 by Gary Naime and Ruth Naime
- *Fierce Conversations: Achieving success at work and in life, one conversation at a time* ©2017 by Susan Scott
- *Girl, Wash Your Face* ©2018 by Rachel Hollis
- *How to Succeed with People* ©2013 by Paul McGee

