

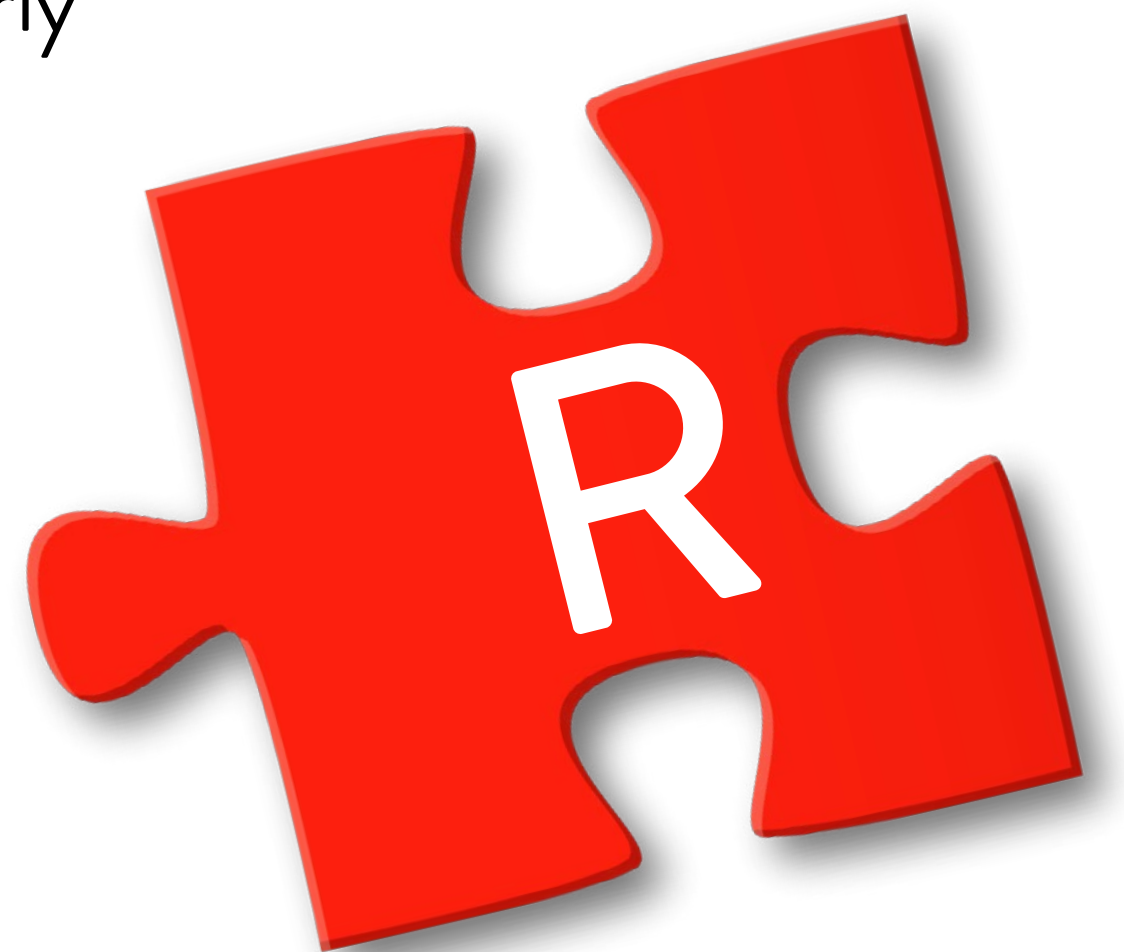
Relationships - how to be 'real' in a virtual world

Reach out



Hybrid working means we see our colleagues less, particularly those working primarily remotely.

Take a moment each day to think about someone who you haven't spent time with recently – this may be an existing colleague or maybe someone who has recently joined your company. Make the effort to 'reach out' and invite them for a catch up. This might be when you're both next in the office but could be a simple phone call.



Remember, it doesn't have to be about work.

Find five minutes to simply say hello, chat and connect!

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Empathise



Learning to see the world through someone else's eyes can help to drive real connections. Remote or hybrid working can cause people to have a narrow view of situations and sometimes see things out of perspective.

Try these simple steps:

- Listen to what they are saying – don't judge
- Acknowledge that they have a point of view – it's their right
- Try and understand things from their perspective

Allowing someone the time and space to explain how they are experiencing a situation can help them to feel part of the group.



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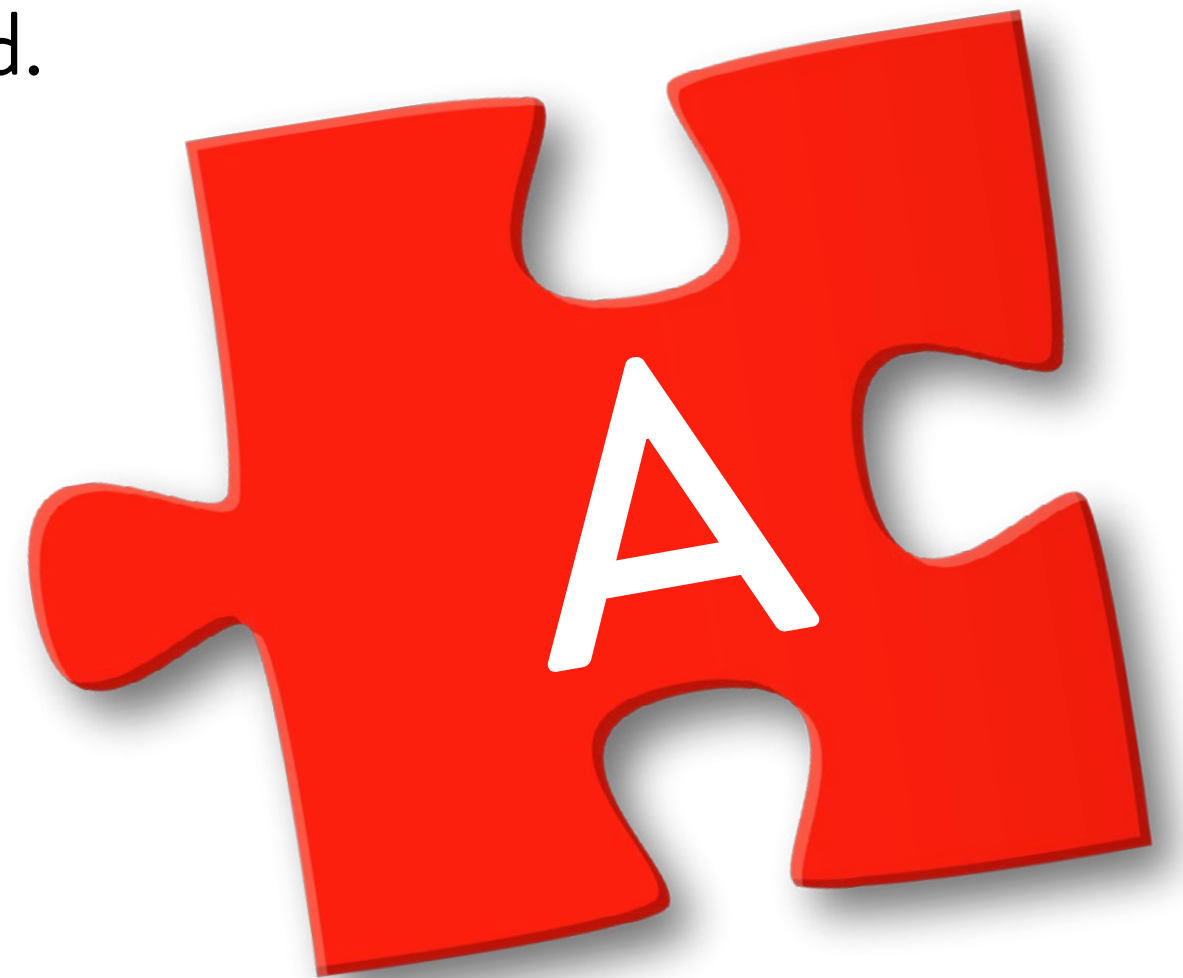
Agree to disagree



Remember, we may not see the world in the same way as someone else, but we all need to share the same world. We all have our own opinions and we may see situations from a different perspective.

Learning to accept that someone may not agree with you, or you with them, is a key part of interpersonal relationships – try to find a common ground and move forward.

In life and relationships, it is important to sometimes agree to disagree.



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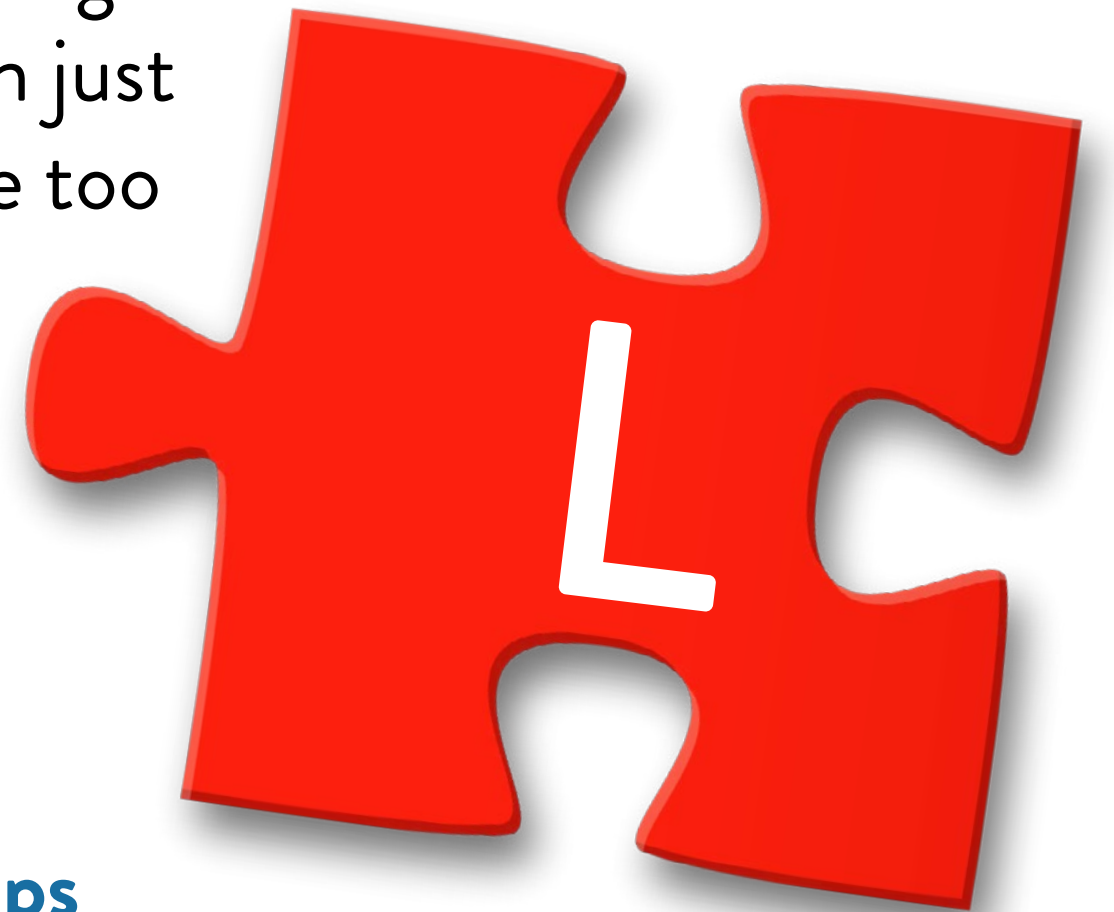
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Lunch anyone?



Taking regular breaks helps with both focus and health, and it's a great way to re-connect with colleagues. Why not ask colleagues to lunch, face-to-face or virtually? By making it more than just two people you reduce the pressure of having to contribute too much of the conversation and it encourages people to simply spend time with others. Think about holding team meetings at the end of the morning then breaking for lunch with remote workers staying dialled in.

Making time for people to relax, share stories and just 'be present' with others can really help strengthen relationships and encourage the release of our 'happy hormones'.



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