

# Building Working Relationships from Home

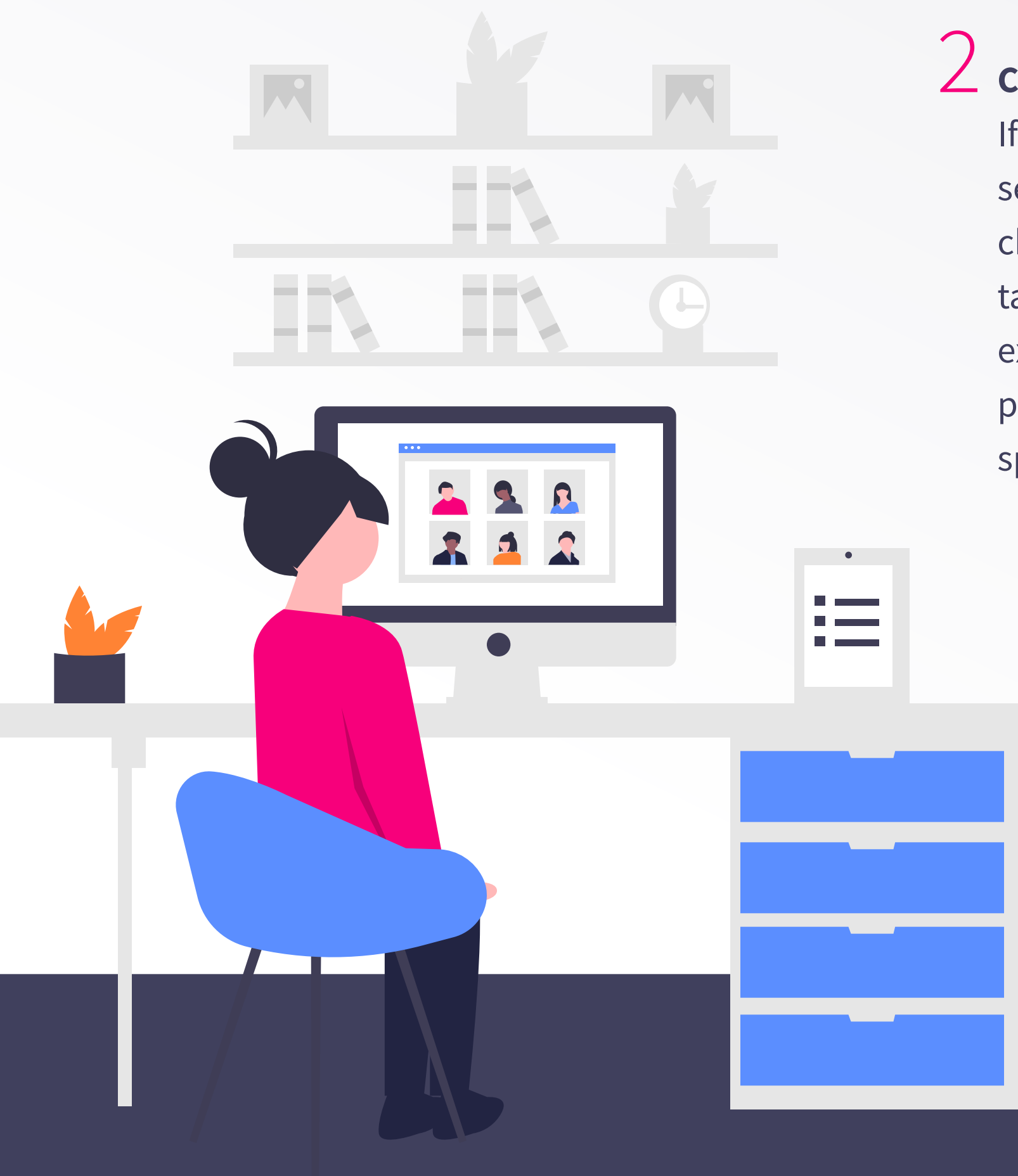
Healthy relationships with coworkers are a key component of effective workplace culture building, now more important than ever. Developing a strong rapport with colleagues and managers minimizes workplace conflict and opens up lines of communication that allow work processes to flow more smoothly, as well as bridging the gap created by power differentials. Though, in a time when entire workforces are conducting business from home, building relationships with colleagues can be a challenge. When we are all packed into an office together, we have coffee breaks, team lunches, and all of the little, personal conversations that happen throughout the day. Working from home does not provide the same opportunities, so we need to make a more concerted effort to get to know one another. Follow these tips to develop strong relationships with coworkers and educate your managers on how to guide their teams.

## 1 Add a human element to your team meetings

Prompt your team to go around and say something about their weekend when you have your Monday check-in. Emtrain's VP of Marketing asks everyone "What did you learn last week?" Then everyone contributes one professional lesson, and one personal growth experience they had the week before, no matter how small. It's little things like this, that may seem elementary, that will eventually form the foundation of strong interpersonal relationships between teammates.

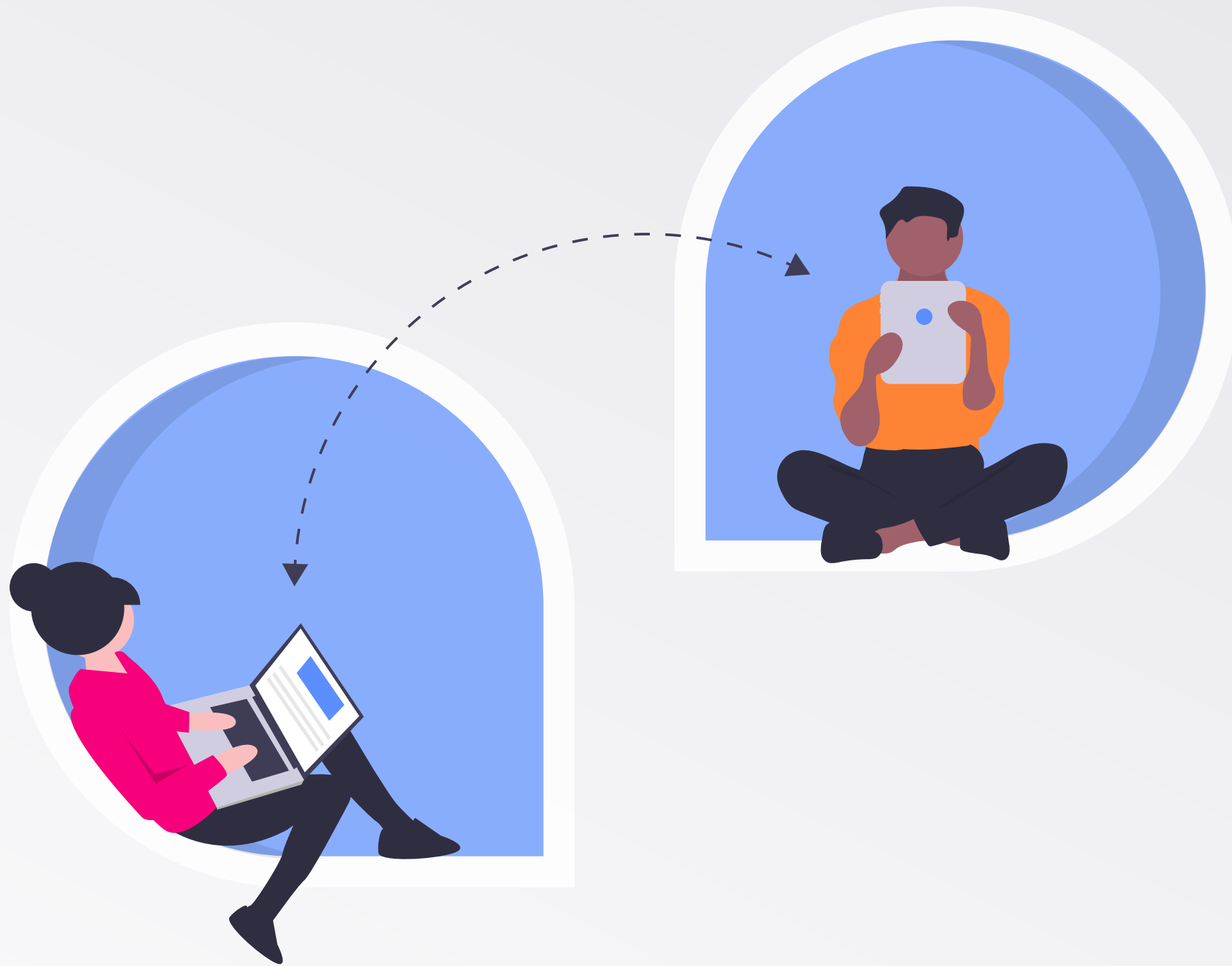
## 2 Consider virtual lunches, coffee breaks, or even happy hours

If you don't have a weekly 1-on-1 with a teammate, set up a time to put work aside for a few minutes and just chat. Open up a line of communication where the to-do list takes a back seat and peers have an opportunity to openly express themselves. Water-cooler talks are a fundamental part of company culture; we just need to find that sweet spot in the new normal.



### 3 Create a space for your team to share their interests/hobbies

Workplace communication apps like Slack and Skype have options to create channels based on the topic of discussion (product, marketing, sales, etc.). Think about creating additional channels like "new\_shows" or "pet\_pictures" where people can chime in on what they're binge watching this week or connect over common interests. At Emtrain, we have a channel called "#em\_spiration" where we share our hobbies, memes, life-hacks, and really anything that makes us happy!



### 4 Above all, remember that we are all human

Everyone is going through a lot of changes right now. The new normal has us working in conditions we have never seen before. A requisite to forming strong working relationships is the presence of empathy. If you have an opportunity to check-in with a colleague and ask how they are doing, take it. Ask how they are adjusting to remote work. Open up a line of communication that doesn't need to be productive, just supportive. We can make this new normal work, and come out of it with a stronger and more resilient company culture.

If you found this helpful, check out our Tip Sheet [How to Effectively Manage Your Remote Team: Adapting to the New Norm](#).