



USING INTERPERSONAL SKILLS TO FOSTER A HEALTHY WORKPLACE CULTURE

Healthy workplace relationships are a key part of creating a positive, productive, and engaged workplace culture. When employees feel respected, supported, and connected to their colleagues, they are more likely to collaborate effectively, communicate openly, and contribute their best work. Whether you're a manager, supervisor or not, everyone plays an important role in setting the tone for these relationships and leading by example.

The skills that help foster healthy workplace relationships are often referred to as soft skills or interpersonal skills. These skills enable people to communicate effectively, navigate challenges, build trust, and work collaboratively with others. Unlike hard skills, which focus on technical knowledge or job-specific expertise, interpersonal skills influence how we interact with those around us and are essential to long-term workplace success.

While these skills are incredibly valuable, they are not always formally taught. Fortunately, they can be developed and strengthened over time with practice and intention. Consider these strategies to help foster healthy workplace relationships:

Communicate effectively.

Clear communication helps ensure expectations, priorities, and feedback are understood. Just as important is active listening—giving others your full attention, asking thoughtful questions, and responding with empathy. Open, respectful communication helps prevent misunderstandings and builds trust.

Promote teamwork.

Encourage collaboration by bringing people together around shared goals and recognizing the unique strengths each team member contributes. Create opportunities for employees to share ideas, solve problems together, and support one another. A collaborative environment often leads to greater innovation and stronger team morale.

Develop emotional intelligence.

Emotional intelligence is the ability to recognize, understand, and manage your own emotions while also recognizing and responding appropriately to the emotions of others. Leaders with strong emotional intelligence are often better equipped to navigate conflict, provide constructive feedback, and foster psychological safety. During stressful situations, taking a moment to pause before reacting can help lead to more thoughtful and productive conversations.

**Create a supportive environment.**

Employees perform at their best when they feel valued and supported. Check in with team members regularly, acknowledge their contributions, and encourage open dialogue. When challenges arise, approach conversations with curiosity and compassion while maintaining appropriate professional boundaries.

Lead by example.

Your actions set the standard for your team. Demonstrating respect, accountability, professionalism, and integrity in your daily interactions encourages others to do the same. Modeling healthy communication and collaboration helps establish a workplace culture where employees feel comfortable sharing ideas, asking questions, and working through challenges together.

Building strong workplace relationships doesn't happen overnight, but small, consistent actions can make a lasting difference. By investing in communication, collaboration, empathy, and trust, leaders can create a workplace where employees feel connected, supported, and motivated to succeed together.

**MAKE
TODAY
GREAT**