

EAS/Employee Assistance Services

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“I Want to Become the Person My Dog Thinks I Am.”

-We can choose how we behave.

-We don't have to react to another's bad behavior. We can respond, based on who we want to be.

About 15% of the people who consult with EAS are hurt or angry or frustrated about workplace relationships.

They come to counseling to sort out feelings of conflict with a supervisor or co-worker, antagonism with other departments, feeling isolated from their co-workers, feeling disrespected, feeling frustrated by not being heard or acknowledged, being taken for granted, afraid of “the politics”.

Many workplace problems are caused or made worse by disrespectful behavior, lack of consideration and acts of unkindness. Conversely, many workplace issues have a much better chance to be positively addressed when people treat each other with respect, consideration and kindness. Basic human civility creates a more productive, secure, meaningful and fun place to work.

Below are some thoughts on behavior that can enhance relationships. Take a moment to reflect on these pragmatic suggestions, and decide if you might choose to integrate these perspectives in your work and family life. I have included the title/author, to further research these perspectives.

To be happy at work “...pay attention to human relationships and basic human values, like being kind, good, relate with human warmth and affection, be honest, sincere and compassionate.”

The Art of Happiness at Work

His Holiness the Dalai Lama and Howard C. Cutler, M.D.

Civility includes “courtesy, politeness, manners...being aware of others and weaving restraint, respect and consideration into the fabric [of the relationship]...civility is a form of goodness.”

Choosing Civility: The Twenty-five Rules of Considerate Conduct

P.M. Forni

“Rudeness is a weak man's imitation of strength.”

Eric Hoffer

“...remember that many people in large organizations relish apathy. They fail to see the signs of entropy:...superficiality...dark tension among key people...a loss of grace and style and civility.”

Leadership is an Art

Max DePree

“Just about the most important thing we do in life is interacting with other human beings. Shouldn't improving the quality of this interaction be at the top of our agendas? Being civil in our everyday lives is a time-tested way to bring about such improvement. A better quality of human interaction makes for a better life—a saner, more meaningful, healthier and happier life. It is that simple. *It really is that simple.* All we have to do is stop, think about it, and then act.”

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