

## Session #5: Creating a Healthy Work Culture

### Objectives:

- Examine the importance of the work culture.
- Understand the impact a manager has on the work environment.
- Explore strategies for creating a culture of trust.
- Gain insight into employee motivation.
- Identify approaches to support motivation of employees

### Understanding What Makes a Healthy Work Culture

Figure 1 What Influences Work Culture



### Concept:

As part of creating a healthy work culture, trust on a team is crucial. Trust helps a team support each other, have healthy conflict and keep each other accountable. As a leader how do you effectively build trust on your team?

**Class Activity:** During class, participants were asked to reflect on their personal history. We did a low stress activity to show building of trust by sharing about their childhood; where did they grow up, how many siblings do they have, where did they fall in the sibling order and what was unique about their childhood? By learning about each other the class demonstrated one aspect of building trust.

**Sponsor Follow-up:** To continue the learning, please ask the participant a few of the questions below around this topic.

- What behaviors help to build trust? What behaviors destroy trust?
- What do you think the level of trust is on our team?
- What do you think you and I can do to build trust on our team?