



BUILDING RELATIONSHIPS AT WORK

CAREER MANAGEMENT > FIRST 90 DAYS

WHY BUILD RELATIONSHIPS AT WORK?

- People help people they know, like and trust
- When you help others, they will help you
- When co-workers help each other, the company moves forward
- Healthy relationships make us happier and more productive
- A strong network can help you with career advancement

TYPES OF WORK RELATIONSHIPS

Peer/Collaborative – share your strengths and skills with peers informally and formally on projects
Mentee – seek guidance and advice from experienced professionals who have traveled your path
Mentor – pay it forward by being approachable and available as a friendly advisor

KEYS FOR BUILDING STRONG RELATIONSHIPS

- Develop transformational, not transactional relationships
- Find ways to help others be more successful
- Be genuine and authentic to EVERYONE in the office, from maintenance staff to CEO

QUESTIONS FOR YOU TO CONSIDER

- Who influences your work and whom do you have influence on?
- How many healthy, beneficial relationships do you have at work?
- Do you spend more time giving or taking from these relationships?
- Who has mentored you? Who have you mentored?
- How many negative relationships do you have at work? Does that inhibit progress?

ADDITIONAL RESOURCES

Ferrazzi, K. (2005). *Never eat alone: And other secrets to success, one relationship at a time*. New York: Double Day.

Fast Company - [5 Biggest Mistakes with Work Relationships](#)

Mind Tools - [Building Good Work Relationships](#)