CULTIVATING FELLOWSHIP AT WORK

by:

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Many people come to work, do their tasks, and hope for the time to pass by quickly so they can leave; mostly because their relationship with the people in the workplace feels shallow. They feel like they literally have no reason to talk to these people if it wasn’t for the fact that they have no choice but to deal with them every week and so, they just settle for superficial work relationships. People often assume poses because they are reluctant to let others know who they are for fear of rejection. Personal growth, damage, and regression as well as healing, come through our relationship with others; with those who love or refuse to love us, with those whom we love or refuse to love. The fact of the matter is that we need a loving community in our organization in order to motivate and engage employees. We spend one third of our life with coworkers so we might as well work in harmony with each other and enjoy their company.

We often do not get to choose who our boss or coworkers will be so we can expect to encounter difficult people in our workplace. These people may have deep insecurities and emotional baggage that hinder them from getting along with and relating to others. Treat your coworkers with dignity including those who drain you. While it is much easier to feel resentful towards them, discover their history and understand where they are coming from; many people grow up in unhealthy environment so they lack the social skills needed for real fellowship. Learn more about each other and respect each other’s background and this will surely help in building better personal connection.

Fellowship in the workplace remain superficial when people avoid, ignore, and downplay issues that might cause conflict or tension. Fear prevents them to speak up
while their colleagues continue in destructive habits and patterns. We should not just go along thinking that toxic work environment and coworkers are acceptable and normal. A community without openness and authenticity creates a sick environment where gossip thrives. Refrain from divisive actions such as gossiping and finger-pointing for these only create barriers and negatively affect work performance and productivity. One key to a genuine fellowship is to speak the truth in love. It does not give you license to say everything you want all the time but there is a right way and right time to do it. Calmly express feeling and do not forget to be considerate of people’s feelings. Until we care enough to lovingly confront someone and resolve issues and underlying frustrations, we will not be able to build strong bond and deep relationship in the workplace. Create safe environment of confidentiality where people feel safe to share their deepest needs and struggles without the fear of being judged.

Cultivating fellowship also takes humility. It is acknowledging that you do not have it all together, that you are not better or higher than others, and that you need help. It is a very important attribute of growth for it will make you situationally aware and help you better see what needs to be improved. Being humble makes you a great listener and this effectively helps in building trust. Humility can be shown even just by helping to clean or throw trash regardless of your level of position in the organization. Stubborn pride should not have a place in your workplace.

The relationship that we have in the workplace significantly affect our overall health and well-being. It is a good support system especially in times of struggles. You can cultivate fellowship in very practical ways: by being patient with others’ weaknesses, by being coachable and open to criticism, by acknowledging the hard work of your coworkers and giving compliments, and by offering a helping hand. We grow closer to each other by relying on each other and solving problems together. Do not resent the success and happiness of others. Celebrate with them and be there for them in times of need and surely, they will treat you as family and your workplace will feel like home.
Reference: