#WPFH: WORKING IN A PLACE THAT FEELS LIKE HOME

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Working in a place that feels like home really has an impact to every member in an organization. We all wish to have a working environment which is motivating with positive spirit, and encouraging ambiance. Like for us in the Department of Education, teachers, school administrators, and other superiors in the field really need a positive workplace in order to be more productive, effective and efficient member of the organization. We all perceived that in every organization, every member has different values, beliefs systems, attitudes and even set of assumptions. These things depend on the individual upbringing, social and cultural context. Moreover, a positive working environment could improve teamwork among colleagues, this can also raise the morale of every member, increases productivity, effectiveness and efficiency and could also enhance the retention of the workforce. Furthermore, this may also enhance our job satisfaction, collaboration, and improves work performances. Above all these things, a positive working environment reduces stress in employees. Oftentimes, creating a positive workplace is truly a challenge to every administrator as the leaders of their respective organizations. It is once quote that positive attitudes and behaviors in the workplace are the outcomes of effective leadership and positive management style. But we have to be vigilant that this is not solely the responsibilities of the administrator, everyone has to take part to promote a positive workplace that every member needs. The question is, how can organizations assess if they have positive working environments? Positive workplace exhibits common set of characteristics that foster excellence. Here are the following.
A. Every member possesses Positive Values – Every individual has a set of values learned and acquired through teachings and experiences in life. In our daily lives, or as we mingle with our colleagues, we have to keep our thoughts positive because our thoughts become our words; we have to keep our words positive because our words become our behavior; we have to keep our behavior positive because our behavior becomes our habits, and most of all, we have to keep our habits positive because our habits become our values. If we want to be an instrument to have a positive workplace, always wear a positive attitude because our attitude is an expression of our values, beliefs and expectations. If all members in the organization possess positive values, positive energy will be released towards each other.

B. Everyone is relaxed and productive – Have you experienced working under pressure due to tons of due reports and other related matters with light feelings and positive aura? Well this might be the result of having a positive working environment. Nowadays, some teachers and school administrators are complaining with the stressful multiplying duties and responsibilities in their respective schools. These individuals really need a positive workplace to continue working productively and feel relax even under pressure.

C. Everyone is committed to achieve excellence – As once mentioned by Vince Lombardi, “The quality of a person’s life is in direct proportion to their commitment to excellence, regardless of their chosen field of endeavor”. In every organization, commitment of every individual is truly significant. If everyone is committed to their duties and responsibilities and willing to contribute something for the achievement of a shared vision, positive workplace will be experienced. Let us uplift our commitment and be an asset and not a liability of our organization. Commitment is the key for an excellent organization.

D. Everyone is compassionate, respectful and understanding – Kindness and understanding are some of the secret ingredients to have a positive workplace.
Always treat one another with respect and kindness. Let us extend our arms to everyone specially to our colleagues who need help. Helping whole-heartedly without asking anything in return. Having a compassionate and kind heart will help us see good things in others even in the times of problems and negative situations.

E. Every member is cooperative, and supportive – We have to remember that in our organization, we are working as a family. Cooperation and support is truly essential to achieve common goals. We have to work together instead of working against each other to be more productive. Moreover, working together may lead the organization into a Win-Win Situation where teamwork is also being observed. This is helpful in a conflict management and this may also ensure that none of the employees hold grudges against another. Showing support and cooperation may contribute to a positive workplace.

F. The leader imposes positive reinforcement – There is no perfect organization, likewise, there is no perfect leader. The journey of every organization and the relationships of every member is not always smooth. Oftentimes, organizations also experience hardships and problems that really measure their patience and behaviors. In this scenario, leaders may impose positive reinforcement towards their members to uplift their spirits. This will encourage them to continue and strive more, improve the things they need to improve and change themselves for the better. This will also contribute to a positive working environment.
References:

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