

Career Advice

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Connections in the workplace lead to balanced environment



Here in Hawaii, relationships are key to succeeding in business. Living in an island state makes it so that harmonious connections are essential to thriving within the work environment, as well as in our personal lives. Developing new relationships and nurturing existing ones can have a multitude of benefits that enhance our day-to-day interactions with each other.

Q. Why are relationships so important in the workplace?

A. If you're a working professional, you spend a good amount of your day at work and see the same people almost every day. Having healthy relationships with your colleagues can help you with solving issues and creating new ideas to improve efficiency at your job. Amicable workplace relationships also improve company morale, add to a company's productivity, foster better teamwork and increase employee retention rates. Simply put, happy people produce a better working environment.

Q. How do I start nurturing these relationships?

A. People naturally want to make connections. This is why we often lead with, "What school did you go to?" Find a way to connect with your coworkers. The more connections you have with your colleagues, the more likely you'll be able to find alignment in the workplace. A great way to start is to address people by their names. Calling out a person's name is one of the easiest ways to get someone's attention. It also leaves a great first impression on people when their names are remembered, and demonstrates thoughtfulness on your part. You can build rapport from there, and practice their names whenever you see them so you're pronouncing the names correctly.

Q. Beyond the initial introduction, what else can I do to further develop my relationships at work?

A. Interact with your co-workers more often. Pay attention to shared interests. Establish yourself as someone who is reliable, and offer your help and useful information even before you have been asked. Acknowledge days that may be significant to your colleagues — birthdays, anniversaries, etc. — to show that you remember what matters to them.

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- Review design options and recommend best solution based on cost, engineering quality, or availability of materials
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- Knowledge of construction design, methods and finance
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