

Creating a Healthier Environment in Your Team

Our workplaces are constantly changing and that includes the increased diversity of our teams. It's not always easy to navigate our interactions with colleagues; however, through improved communication skills we can build a healthy work environment. This tip sheet provides strategies that Canadian and internationally trained staff and managers can adopt to build a healthy workplace.

WHY IS FOSTERING A HEALTHY WORK ENVIRONMENT IMPORTANT?

- Internationally educated MLTs are an integral part of our workforce and bring different perspectives and experiences to the workplace.
- A healthy work environment helps to bridge our differences, and in doing so drives efficiency, reduces stress, and improves our career growth.



HOW DO I FOSTER A HEALTHY WORK ENVIRONMENT?

Engage in mutually respectful conversations.

- When talking to a colleague, withhold assumptions and biases – we all have them.
- Put aside your viewpoint and focus on what the other person is trying to convey.
 - LISTEN.
- If you don't understand something, ask questions in a respectful way.



It's ok to feel discomfort.

- It can feel uncomfortable to ask questions and/or listen to a viewpoint you disagree with.
- Keep in mind that this discomfort is part of the process. Think of it as growing pains – if you don't grow, you don't progress.

Becoming an ally.

- Speak up if you witness exclusionary or discriminatory behaviours – you may want to bring it up with your manager or HR.
 - If a team member is struggling to understand workplace norms/practices, offer to be a mentor.

THE PRINCIPLES OF A HEALTHY WORK ENVIRONMENT GO BEYOND THE WORKPLACE.

- Engage in mutually respectful conversations with diverse members of your community. Get to know them.
- When people feel welcomed and accepted in their community and workplace they are more likely to stay and thrive.

