Stratagame Project

The fundamental skill of RESPECT *in job context*

, Respect might seems so basic that you won't even know why to bother about this topic...right? Of course, most of us respect each others, and this is one of the pillar of our society to work in harmony. But is it always the case? Especially at work, it is very easy to become disrespectful or disrespected, because one is convinced about a way of working, disagrees with others methods, wants to go further, or not with a project, etc... and then one word leads to others that can be later regretted, with huge damage on the working relationship, creating stress, anxiety, demotivation, and decrease work efficiency.

So, yes, respect at work is important, and is actually a skill that you can work on.

Respect should be integral part of the workplace culture. For this, you need to integrate the common objectives and behaviour that are in place in the company where you work, and adhere to the main principles. In most companies, especially small ones, culture is not something written, but is naturally implemented by people making the company. Also, sharing this series of unwritten rules makes relationships between coworkers effective and successful.

How to understand the working culture and be respectful? First, with observation. If you are new in a job, you should take care about hierarchy and communication channels, and learn how things are implemented. Don't go frontal in a discussion if you disagree with someone, but try to understand the context that is behind his position. Also, apply some easy tips:

- –Think before your talk: is what you want to say useful? Can it hurt your colleague?
- –If you need to say something that you feel might be painful for your coworker, try to find a way to say it in a positive way. Avoid sentence such as "this way of working is stupid", and prefer "why don't we try this other way, which I think might be more efficient"... Justify your position with arguments.
- –Avoid rising the voice, in any case and in any situation, always keep calm! This should be the number one rule. Be polite, never get aggressive.

Why all this? At some point, you might get tired and thing that a good conflict and dispute might solve your problem, and yelling a little bit might at least relieve you for a while. Well this belief is actually wrong. Conflicts at work create bitterness, affect the self-esteem, foster anxiety at the working place, but also back home. On the other side, respect will help you to find peace and happiness, with positive impact on your professional and personal life.

Thus, what a better conclusion than this word: ENJOY!.