

# Respect in the Workplace

A respectful work environment is essential to the overall success of your team, as well as contribution to a stronger work reputation. Evidently, when we learn to accept the differences between the values and perspectives of those around us, we can continue to grow as a team with this shared knowledge.

## What is Respect?

The word *respect* can be defined in many ways. This concept is based on individual interpretation; what one person sees as respectful may be disrespectful to someone else. Our ideas of respect are based on our backgrounds and preferences, and the basic social guidelines in which we learn at a young age.

The word respect comes from the Latin word 'respectus', meaning to regard, consider, or to look back. Respect is all about observation and acknowledgement. It is essential that to show respect to another individual, we must pay attention to their beliefs, along with accepting and valuing these beliefs.



If you have respect for people as they are, you can be more effective in helping them to become better than they are.

- John W. Gardner



## Respect for the Workplace

Showing respect for your workplace is just as important as showing respect to other employees in the workplace. Respecting your workplace is all about professionalism, or rather how you properly conduct yourself in your profession. Acting professionally will guide you in creating a long, successful career. There are many rules and regulations that must be followed in the workplace, and it is your responsibility to abide by these protocols.

You can respect your workplace by:

Taking responsibility and initiative for your work

Dressing appropriately

Maintaining confidentiality

Embracing a positive attitude

## Respecting Space and Boundaries

Understanding and respecting personal space and boundaries is an essential factor in creating a safe environment where our boundaries protect us, and help to define our personal responsibilities and values that may differ from others. Personal space is the physical distance among two or more individuals, within a family, work, or any social environment. This physical distance will vary however, depending on your comfort and relationship with the other person.

## Policies on Respect

To keep discrimination and other harmful behaviors to a minimum, workplaces should have policies on respect implemented and enforced. Respect policies prohibit all forms of violence, bullying, and discrimination. These policies will help to ensure the health and safety of the employees, and encourage employees to be respectful to each other. Any violation of respect, whether it is bullying, harassment, or discrimination, should come with an investigation on the situation, and punishment for harmful actions. Employees are entitled to a work environment that promotes respect and dignity for each individual, and these policies will further help to protect employees.

## Benefits to the Business

Respect in the workplace can allow for powerful benefits for both the employees and overall business. Practicing respect will lead to a stronger team that works collaboratively, creating a safe work environment in which employees feel valued and secured. Respect will only have positive outcomes, so it is critical to practice these behaviors in order to achieve the following benefits.

These benefits include:

- Increase in productivity and knowledge
- Increase in employee engagement
- Increase in job satisfaction
- Decrease in stress
- A more welcoming environment

## Recognition and Respect

Recognition and respect go hand in hand. Showing recognition to an individual indicates that you respect what they are doing, and is a powerful motivator in strengthening performance. We all love recognition; it increases our happiness, and helps us to recognize our own assets. There is an evident link in how people are treated in the workplace, in connection to how well they perform with their work. Accordingly, recognition is an important component in creating an exceptional workplace.