# Relationship Building at Work

Complete each section below based on your review of the Spruce Paper Company employee profiles in the assessment preparation. Any resources you use for this assessment should be cited on the reference page.

1. Fill in the chart below with each team member’s role and status. Then, for each team member, answer the following in 1–2 sentences: How did their status or role impact how they engaged and collaborated with others?

* Status is the position that someone occupies in society, for example, their job title.
* Role is the behavior expected of someone with a certain status on the project.

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|  | Status | Role | How did their status or role impact how they engaged and collaborated with others?  (1–2 sentences each) |
| Rita | Senior Marketing Team Member | Project Lead | As the project leader, she leverages her high status to make final decisions but also tried to gather diverse perspectives from her team and mitigate potential conflicts. |
| Nimish | Marketing Team Member (Remote) | Technical Support | Despite facing language barriers and remote working, collaborated effectively by addressing tech needs and ensuring equal participation from everyone. |
| Dave | Marketing Student Intern | Researcher | Engages with his peers by soliciting and giving credit for their contributions while working tirelessly on research and presentations. |
| Ernesto | Consultant | Guidance and Direction | Despite lacking knowledge on current industry trends, contributed by mentoring younger team members and offering insights from his lengthy career in the industry. |

1. Each of the team members demonstrated at least one type of relationship-building strategy. Identify the strategy for each team member and be certain to provide evidence from the scenario and profiles.

* Relationship building strategies:
  + Trust.
  + Mutual Respect.
  + Mindfulness.
  + Diversity.
  + Open Communication.

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|  | Relationship-Building Strategy With Evidence (2–3 sentences each) |
| Rita | Rita demonstrated a strategy of Trust, as she consistently valued the varied opinions, experience, and perspectives of her team members, particularly Nimish. This can be seen in how she leaned heavily on his expertise, despite some team members feeling that she favored him. However, Rita tried to balance this trust by consulting the whole team before moving forward with conclusions reached with Nimish. |
| Nimish | Nimish's strategy was Diversity. Despite challenges with communication and being based in another country, he made efforts to accommodate everyone's various tech needs and comfort levels with preferred methods of communication. This enabled everyone to communicate effectively, ensuring equal opportunities for participation. |
| Dave | Dave demonstrated the strategy of Mutual Respect. He made certain that the whole team received credit for their contributions to his presentation, demonstrating his respect for their efforts. Furthermore, his pitching of an idea that was well-received and implemented by the company showed his respect for the value of his team's opinions. |
| Ernesto | Ernesto used Open Communication. Despite his need for a refresher on current industry trends, he worked closely with Rita, providing direction on the project. He also took an interest in mentoring Dave by giving him goals and deadlines to meet, recognizing the importance of active engagement and clear communication with younger team members. |

1. Identify at least two (2) collaborative strategies that the team members at Spruce Paper Company used to complete their project. Be sure to use evidence to illustrate how they used those strategies.

* Collaborative strategies:
  + Establish goals, roles, and responsibilities.
  + Maintain a respectful group dynamic.
  + Practice open communication and trust.

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|  | Collaborative Strategy | How did the team use that strategy (provide evidence)? |
| 1 | Maintain a Respectful Group Dynamic | This strategy was evident in the way the team treated each other. Despite the need for a refresher on current industry trends, Ernesto was accepted by the team and was actively engaged in mentoring Dave. Similarly, while some team members struggled to understand Nimish's accent, Rita defended his contributions and used the opportunity to explain the importance of diversity in the workplace. This respect for each person's unique contribution led to a positive group dynamic. |
| 2 | Practice Open Communication and Trust | Nimish tried to address tech needs and accommodate everyone's communication preferences, ensuring everyone had an equal opportunity to participate. Dave made certain that the whole team received credit for their contributions to his presentation, showing his trust in his team members. Lastly, Rita consulted the entire team before moving forward with conclusions reached with Nimish, which helped to prevent favoritism and to maintain trust within the team. |

1. In 4–5 sentences, explain why collaboration and relationship building are important in professional and personal life. Use the course material or another credible source to support your explanation.

Collaboration and relationship building can lead to more efficient problem-solving, as diverse perspectives often bring unique solutions. In personal life, strong relationships can be a source of emotional support and can enrich our experiences. Professionally, collaborative environments with strong relationships often lead to higher employee satisfaction, productivity, and innovation, leading to improved business outcomes (Nassani, A. A., & Haffar, M.,2022). Further, networking and building relationships can open new opportunities for growth, both personally and professionally.

**Reference**

Zhenjing, G., Chupradit, S., Ku, K. Y., Nassani, A. A., & Haffar, M. (2022). Impact of Employees' Workplace Environment on Employees' Performance: A Multi- Mediation Model. *Frontiers in public health*, *10*, 890400. https://doi.org/10.3389/fpubh.2022.890400