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Keeping Your Workplace Pleasant

When one thinks of a workplace, the usual image is that of an office that is busy, bustling, and highly competitive. That last part is not something new. After all, you have a lot of people looking to get ahead in the company, and many of them are maneuvering to be recognized, sometimes with them having to step over their colleagues and thinking of their own success rather than the welfare of the whole team.

If this kind of situation sounds familiar to you because the office where you work exhibits this very same type of environment, then you know that this isn't very good for morale and for encouraging people to work. It tends to keep people on their toes in a pretty bad way, and if you don't take steps to smooth relationships in your office and build a stronger sense of teamwork, your workplace will continue to feel competitive and toxic.

One of the things you can do is to make sure that you don't just have a group, a division, or a department--you should have an actual team. It doesn't have anything to do with making people join team building workshops or participating in games and trust exercises. You need to remind everyone that their colleagues are their partners and not their competition. The more they realize that their coworkers are keys and not hindrances to success, the less people will feel inclined to take bring them down.

You may want to inject a sense of fun in the workplace as well. It's perfectly fine to be focused and serious about working, but that doesn't mean you shouldn't stop to relax and get to know each other. When people are more comfortable with one another, they end up working better. Another result is that the office becomes more relaxed and less of a hotbed of intrigue and competition.

The environment in your workplace doesn't just rely on your employees getting to know and liking one another well enough to be able to cooperate with each other. It also depends on you and how you treat them. Many managers tend to forget that treating employees well can go a long way towards boosting employee satisfaction. If employees are happy at work, then it becomes less likely that they will be stressed and start competing with one another as a response to any apprehensions they feel at work. Give them proper recognition for their work, and don't pit one employee against another. Learn what can motivate them in order help make work a positive thing for them and keep them from seeing everyone else as competition that they have to bring down.

[Problems in teams](#) are something to be expected. Just make sure you work through them before they cause greater conflicts so you can continue [pursuing your goals](#).

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