Hi! Yvonne Thompson and this month we wanted to talk about Respectful Workplace Behaviour. Sometimes in the workplace, we can have a leader or a manager in a position of authority or power, that has overly aggressive behaviour, maybe even bullying behaviour. One of the things that can happen over time is that if there is a group of people that report to that person, they can actually learn that behaviour from their leader; it suddenly becomes acceptable for people to have disrespectful behaviour.

Now I know it’s not a great analogy but we often use the “pack mentality” to describe it because when we have one person that has a bullying tendency, it can often be dealt with. And if we deal with it quickly and effectively, it doesn’t actually create a lot of damage. But what can happen if this particular person is in a leadership role, with power and authority, what can happen is their followers, their direct reports, will learn that behaviour and they themselves will begin to have disrespectful behaviour, without even knowing it!

One of the things we ask you to do is if you find yourself in this situation, and it doesn’t feel good when you step away from that group, one of the things to ask yourself is, “why doesn’t it feel good?” or “why am I feeling uncomfortable?” So this is the connection between the heart and brain and what we want to do is go from the heart, where it doesn’t feel good, and ask ourselves why? We actually already have the answer, the answer usually is, “it’s because it’s disrespectful; it’s not in high integrity.”

So stepping back from this environment is really important for the individual person to do their own assessment and to ask themselves why it doesn’t feel good and what do I want to do to improve my own behaviour? It’s one person at a time; one leader at a time.

Take the time this month to reflect on your behaviour and are you being influenced by someone in your environment? Thanks and have a great month!