

Boo! The best question you're too spooked to ask.

Are you haunted by a difficult coworker relationship?
You don't need a broom or a magic wand to encourage cooperation.

In less time than it takes to google Effective Communication you could be strengthening positive interaction using one simple query.

Take off your mask and pause in your scary busy day to connect with your coworker.
Next time you two are in a conversation or meeting, even a brief one, stand still, make eye contact, and ask them to elaborate on an idea or thought.

"Hmmm, could you tell me more?" Then be quiet. Give them time. Have a dialogue if they engage, find some common ground.

Yikes!

If this conjures up the ghosts of conversations past, all the more reason to try it.
There's a whole lot of talking going on these days but not much genuine listening.

Hmmm, that's interesting, tell me more...

Take a risk, create a natural opening, a gentle invitation to know a coworker better.
Exchange some humanity.

Active listening fosters the respect and belonging that makes work worthwhile.
After all, caring and positive regard between coworkers is all that saves some days.

Don't go all 'yes but' over this. You can find all kinds of reasons not to express interest.
So pick your moments and pick your person. This isn't for every situation or every relationship.

Still, if you want to improve rapport and trust over the long haul, *"tell me more"* promotes open expression, understanding, and simple but powerful personal acknowledgement.

When you find yourself short on time, patience, and empathy, remember to be curious--
to tune in ever so briefly and appreciate someone else's story.

Uh huh...hmmm...so tell me more. No trick, all treat.

Here's to your work done well,

Dottie

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P.S. If you have a haunting work relationship you'd like to improve give Transitionwork a call.