# **Squiggly Careers PodSheets**

# How to find friendships at work





**Friendship** is a relationship with **no strings attached** except the ones you choose to tie, one that's just about being there, as best as you can.



<u>Julie Beck</u>
The Friendship Files - The Atlantic

## Why we need friendships at work

As well as increasing your engagement and a sense of belonging in the workplace, friendships formed at work can predict performance and help you:

- → achieve a better work/life fit
- share information and generate ideas
- feel less stressed and take more positive action.

## The Friendship Scale



Not all friendships are equal in terms of their impact and the most valuable friendships take time to form. Reflect on how your friendships form today. *How quickly do you move up the scale and where do you stall?* 

#### How to respond when friendship feels like its failing...



#### If remote working is leading to disconnection...

...find deep fun - create meaningful experiences that bring people together on high energy, high interaction business projects e.g. Hackathons, office design projects, project kick-off events



#### If you're managing/being managed by a friend...

...fix friction fast - don't leave the new dynamic undiscussed.

Acknowledge the change and agree principles and boundaries early on to reframe a work relationship and protect an out of work friendship.

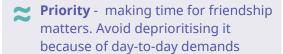


#### If friendship is feeling competitive...

...work with the 'why' - by taking time to understand the 'why' behind people's work you can connect rather than compete. Use your own 'why' to refocus your energy on running your own race.

# Friendships form with....







#### **Coach Yourself Questions**

What friendships do you need most right now?

What is getting in the way of you forming new friendships?

#### Recommended resources



How friendships change in adulthood writer Julie Beck on why friendship matters.



Making and cultivating and keeping close friends
LinkedIn founder Reid Hoffman on the importance of friendships.



<u>Building brilliant relationships</u> Squiggly Careers Podcast #174

