

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.

”

Julie Beck
[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....

- ≈ **Proximity** - physical and emotional closeness helps create strong foundations for friendship
- ≈ **Priority** - making time for friendship matters. Avoid deprioritising it because of day-to-day demands
- ≈ **Patience** - the strongest friendships take time and trust to form.

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.



[Building brilliant relationships](#) Squiggly Careers Podcast #174