



Get Your Team Together

Supervisors play a crucial role in advancing unity and team cohesion among employees. The more your employees feel unified as a team, the better they feel about contributing to the overall agency mission. Here are some strategies supervisors can use to help their employees feel more unified.

- 1. Foster a positive and inclusive environment:** Create an atmosphere of respect, trust, and open communication where all employees feel valued and included. Promote collaboration, celebrate diversity, and discourage negative behaviors such as gossip or cliques.
- 2. Lead by example:** As a supervisor, your behavior sets the tone for the entire team. Be a role model for teamwork and collaboration by demonstrating the behaviors and values you expect from your employees.
- 3. Encourage teamwork and collaboration:** Provide opportunities for employees to work together on projects, share ideas, and collaborate on problem-solving. Assign tasks that require cooperation and interdependence and stimulate cross-collaboration when appropriate. Suggest that employees share their knowledge and expertise with one another to create a learning culture within your team.
- 4. Facilitate open communication:** Cultivate open and transparent communication. Establish an environment where employees feel comfortable sharing their thoughts, concerns, and ideas. Regularly communicate updates, progress, and information relevant to the team's work.
- 5. Endorse mutual support and recognition:** Help employees feel valued and accepted by recognizing and appreciating their individual contributions. Encourage team members to collaborate, share perspectives, and support one another to aid in building a sense of unity and belonging.
- 6. Establish employee resource groups (ERGs):** Assist with the formation of ERGs that focus on specific demographics or interests, such as LGBTQ+ or women's groups. These groups provide a platform for employees to connect, share experiences, and support one another.
- 7. Address conflicts promptly:** Conflict is inevitable within any team. Address conflicts or disagreements promptly and fairly. Support open dialogue, active listening, and finding common ground. Provide guidance and mediation if necessary to help resolve conflicts and rebuild team unity.
- 8. Advocate for inclusive policies and practices:** Review your organization's policies, and procedures to identify any potential biases or barriers. If possible, suggest necessary adjustments to ensure fairness and inclusivity in areas such as hiring, promotions, and performance evaluations.
- 9. Solicit employee feedback and involvement:** Involve employees in decision-making processes and seek their input and feedback on team-related matters. Actively listen to their suggestions and ideas and consider implementing them when appropriate.

By implementing these strategies, supervisors can create a more unified and cohesive team, fostering a positive work environment where employees feel motivated, supported, and engaged. Remember, creating an environment of belonging is an ongoing process. It requires consistent effort, continuous learning, and a willingness to adapt to the changing needs and expectations of your employees.

If you'd like more guidance, contact the Employee Assistance Program (EAP). The EAP is available 24/7, even on holidays, to support you and your unique management needs.

The EAP is a voluntary and confidential employee benefit available to eligible federal employees at no cost.

24 HOURS A DAY

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