

# Relationships

**Treasure your relationships, not your possessions. – Anthony D'Angelo**

## What it is

Building a culture in which everyone respects and values each other's contributions and works collaboratively with each other.

## Why do it

Building mutual trust and respect helps get the best out of people as they feel heard and valued, leading to a greater willingness and confidence to speak up honestly, share information, follow procedures and challenge unsafe practices. When everyone relates well to each other, shows respect, and trusts each other, there is a willingness to get the job done safely.

## How to do it

- ▶ Make time to meet and get to know your workforce
- ▶ Clarify to the people you work with the importance of good working relationships – both in terms of health and safety outcomes and broader operational outcomes
- ▶ Emphasise that while people have different roles, everyone is part of the crew and everyone's contribution is important
- ▶ Agree on what treating someone with respect looks like (e.g., we look out for each other, we speak respectfully to each other, we support each other and don't go behind each other's backs, etc.)
- ▶ Identify the barriers to a smooth working relationship – taking care to involve all parties in this discussion
- ▶ Discuss ways to overcome these barriers and agree a plan of action – again, all parties must be involved in this discussion
- ▶ Treat everyone fairly and consistently
- ▶ Identify any relationship issues that are of concern as soon as possible
- ▶ Discuss the potential health and safety consequences of these issues
- ▶ Encourage 'we're all one team' ways of thinking and discourage 'us versus them' ways of thinking.

## Track it

Use the following checklist to track whether your relationship practices are on track or need action.

In our crew/team, we...	Seldom	Sometimes	Always
Work well together			
Work well with our supervisors and managers			
Look out for each other			
Help each other when needed			
	Urgent action required	Action required	On the right track

## Remember...

Building trust and respect takes time but it helps you get the best out of people.