

***A great workplace is one where people trust the people they work for, take pride in what they do, and enjoy the people they work with.***

We reach the last dimension this week : Camaraderie – enjoying the people you work with.

With Camaraderie in great workplaces, people believe their co-workers see them as complete individuals, with families and hobbies and passions outside of work. They have fun, and they celebrate both personal and company milestones.

If at times, we see our teachers only as teachers, we can now promote greater camaraderie by seeing them also as a spouse, a parent, a child, a friend of someone else, with all the challenges and satisfaction that relationships inevitably bring with them. Similarly as with our students, it always increases our understanding when we see the whole person.

Leaders indirectly influence the Camaraderie of the entire organisation by the way

- they orientate the new employee so that he becomes competent
- they plan for celebrations in the workplace and budget for them
- they create an integrated welcoming process

Here are the ingredients that make up Camaraderie :

1. Intimacy which is when employees feel they can be themselves at work, and when people at work care about one another
2. Hospitality which refers to both the friendliness and fun in the work environment (or Enjoyment) and the degree to which new employees are welcomed (or Welcoming)
3. Community where employees do not just cooperate with one another because of job requirements but because they feel a broader sense of team.