

HEAL SKILLSHARE #3

by The HEAL Project | heal2end.org | [@heal2end](https://twitter.com/heal2end)

WORKPLACE FRIENDSHIPS

● Necessities of Workplace Friendships

- Building trust
- Respecting boundaries
- Discussing communication methods
- Expressing oneself honestly and authentically
- Being accountable
- Having a reciprocal relationship
- Valuing privacy and confidentiality
- Respecting differences in values
- Separating emotions from wellness
- Understanding the impact of energy and flow on each other's lives
- Learning how to support each other

● HEAL's Anti-Capitalist Model

- Focusing on human connection
- Building sustainability through sharing skills and coalition building
- Staying small
- Working on healing
- Focusing on wellness not profit
- Being in caring relation with the Earth

WORKPLACE ACCOUNTABILITY

● Lack of Workplace Accountability

- Damages teams
- Confuses priorities
- Disengages employees
- Delays meeting of goals
- Lowers trust levels
- Causes high turnover

● Ways to Establish Accountability

- Being Prepared
- Having clear and concise expectations
- Giving caring, personal, clear and direct feedback
- Owning up to mistakes
- Giving genuine apologies
- Including employees in goal setting with frequent check-ins
- Building an environment of trust and not fear

SLOW WORK MOVEMENT

● The Slow Work Movement

- A workplace variation on the popular lifestyle movement "Slow Food".
- "Slow Food" started in the 1980's after McDonald's opened in Rome as a stand against fast food.
- Slowing Down is about moving through life more consciously, taking the time for the little pleasures of everyday life and dealing with mind and body spiritually.

● Slow Work is NOT

- Slacking, lacking ambition, being unreliable, being untalented

● Ways to Incorporate Slow Work

- Prioritizing one task a day
- Time blocking: setting aside a block of time for a specific routine task and then moving on
- Preventing stress is better than handling stress
- Valuing quality over quantity
- Prioritizing well being
- Getting good quality rest
- Taking frequent breaks from work
- Encouraging monotasking instead of multitasking

MAIN TAKEAWAYS

- Prioritizing wellbeing and healing is needed for workplace sustainability.
- Trust is the key to relationship building and accountability.
- Being proactive about accountability, slow down work and workplace friendships is important.
- Learning about each other and our needs will help us continue to flourish our relationships.