

# Embracing Differences



Employees play a huge role in creating a positive and respectful workplace where everyone feels welcomed and accepted. The following tips are ways you can foster a supportive workplace.

**Take initiative for cultivating relationships.** Get to know your co-workers who may be different from you on a personal level. Being open and interested in connecting helps with communication, understanding, building teamwork, and overall makes work more enjoyable and meaningful. Making connections also helps us learn about others and gain an understanding of their life experiences.

**Develop self-awareness.** What is your level of cultural competence? Ask about your coworkers' cultures, backgrounds, and worldviews in respectful ways. Authentically showing interest in someone fosters respect and understanding.

**Recognize the strengths others possess.** Individuals from different backgrounds bring different skills, talents, and perspectives. The whole organization will benefit from bringing out the best in everyone.

**Practice the golden rule.** Treat others the way you want to be treated. At the end of the day, we all have differences. No one has walked in another person's shoes.

**Show your support.** Offer help and praise the accomplishments of people at work who are different from yourself. This helps foster a culture of supporting others from diverse backgrounds.

If you would like to learn more about this topic or talk to a counselor, visit the website or call the EAP.

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*Morgan, H. EAPHelplink. Embrace Diversity at Work. Retrieved August 14, 2021 from [https://www.advantageengagement.com/p\\_content\\_detail.php?id\\_element=001&id\\_cr=100603](https://www.advantageengagement.com/p_content_detail.php?id_element=001&id_cr=100603)*



## Your Employee Assistance Program

Anytime, any day, you have free, confidential access to professional consultants and online resources to help you be your best. To access these services, call or log on to get started.

**TOLL-FREE:**  
1.800.424.1749

**WEBSITE:**  
[www.EAPHelplink.com](http://www.EAPHelplink.com)

**CODE:**  
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