Bailey & French.

Respectful engagement

Building meaningful connections

Respectful engagement:
Building meaningful connections

Respect is fundamental for our wellbeing and motivation.
It helps us to feel that others are genuinely interested in us and that they care about our opinions. Even when we have different opinions to other people, respectfully engaging with them can help us all to flourish. We can get more done and feel a sense of connection with the wider group at work.

Ways to respond to each other

Shelly Gable (Professor at UC Santa Barbara) looked into the ways we respond to others and found that our responses fell into four categories:

> ### Active & constructive
> This is the most effective way to respond when somebody's giving you good news. You might respond with "That's amazing! I knew they'd recognise your hard work. Let's celebrate."

> ### Passive & constructive
> You may respond to somebody else's good news with "That's good news". This response includes positive feedback but does not include an active elaborate component.

> ### Active & destructive
> You may respond to good news with "There's going to be a lot more work for you to do, are you prepared?" Although you actively elaborated in response to the news, the content is destructive
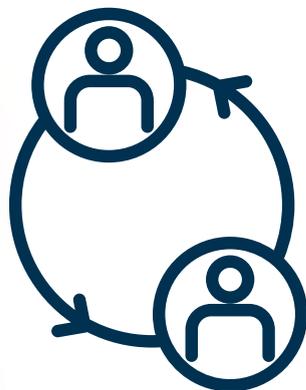
> ### Passive & destructive
> You may respond to somebody's good news with "OK. Can you finish this task for me?" This response is passive and contains no positive, affirmation information. You are essentially ignoring them.

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Active & constructive responses

" 'Active' responses are enthusiastic and acknowledge what a person has said. 'Passive' responses do not acknowledge what has been said. 'Constructive' responses show a positive reaction to others. 'Destructive' responses show a negative reaction. "

Think of a recent interaction in your team that could have been more respectful.

What did the interaction look like?

What might this interaction have looked like if it was...

ACTIVE & CONSTRUCTIVE?

PASSIVE & CONSTRUCTIVE?

ACTIVE & DESTRUCTIVE?

PASSIVE & CONSTRUCTIVE?

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