

# Q10. I have a best friend at work.

## three x three

### 3 Facts

1. The best predictor of having higher well-being and engagement at work is not what people are doing—it's with whom they are doing it. Without a best friend at work, the chances of being engaged in your job are 1 in 12.
2. Of employees Gallup has surveyed, only 30% report having a best friend at work and only 20% dedicate time to developing friendships at work.
3. If you have a best friend at work, you are significantly more likely to:
  - get more done in less time
  - have a safe workplace with fewer accidents or reliability issues
  - innovate and share ideas

### How “best friend” shows up in groups

#### Trust

Confidence in one another's reliability and dependability



#### Teamwork

Appreciation of one another's talents and strengths such that people can tackle challenges together



#### Emotional loyalty

Loyalty to the group is passionate, expressive, and deep-seated



### 3 Best Practices

1. As often as you can, make time for people to take breaks together. Provide spaces that foster conversation.
2. Look for ways to pair up members of your group to complete certain projects or tasks. Doing this can help create friendships and accomplish goals.
3. Once a month, ask the following questions:
  - How do I help make our work environment positive and productive?
  - How do you help make our work environment positive and productive?
  - How can we create more opportunities to foster friendship?

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