



THRIVING WORKPLACE

THRIVING 101: Tiny Pivots for a Thriving Workplace

Creating an engaged and inclusive environment requires meaningful, substantial, and sustained efforts across all organizational levels. While that can feel intimidating, small actions can make a big difference in moving the needle. Tiny Pivots — small overtures you can make each day — can engage co-workers differently, foster unity, inspire creativity, and shape culture with each interaction. As a bonus, they will make you feel good; we guarantee it. **Here are 19 tiny pivots you can practice every day to promote inclusivity and engagement in the workplace.**

(Mastered Tiny Pivots? Check out, “Thriving 201: Advanced Tiny Pivots”)

1. Say hello. Really, it’s just that simple.
2. Ditch the desk salad and eat with your colleagues.
3. Don’t be afraid to admit, “I don’t know” or “I didn’t know that.”
4. Take a page from Aaron Burr’s playbook: “Talk less. Smile more.”
5. Learn the names of your colleague’s partner, children, and pets. Ask about them.
6. Recognize someone’s good work every day.
7. Change the scenery: hold your next meeting in a different location.
8. Practice random acts of recognition. Take the time to call out great ideas and recognize colleagues who make differences large and small.
9. Put your phone away! (especially when having 1:1 conversations or in meetings).
10. Listen with intent. Ask questions. Repeat.
11. Be considerate. Refill the coffee pot or water jug if you take the last cup.
12. Show interest in what your colleagues are working on.
13. Ask for an opinion or help on your next project. Some of the best ideas come from a fresh set of eyes.
14. If someone confides in you, keep it.
15. Start a monthly themed potluck or brown bag lunch.
16. Ask someone how their day is going.
17. Respect and recognize the opinions and ideas of others.
18. Forward a great article or story to a colleague with the subject line, “I thought you’d enjoy this.”
19. Practice generosity of interpretation. Instead of assuming the worst, ask yourself, “What might be going on that I don’t know about that made that person act that way?”