Cultivating a Positive Team Culture

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Caring for, being interested in, and maintaining responsibility for colleagues as friends.

Providing support for one another, including offering kindness and compassion when others are struggling.

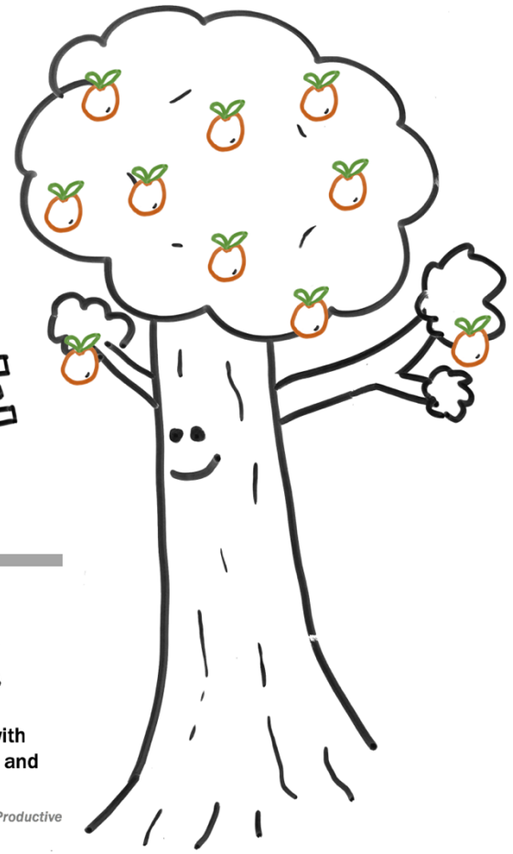
Avoiding blame and forgive mistakes.

Inspiring one another at work.

Emphasizing the meaningfulness of the work.

Treating one another with respect, gratitude, trust, and integrity.

Harvard Business Review: Proof That Positive Work Cultures Are More Productive



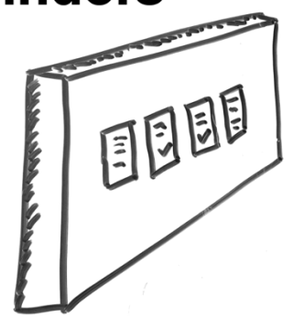
Thank You Emails

Create a habit of sending emails to your team, thanking them for their work when you recognize an impactful moment.

* Include your leadership

Make Visible Reminders

Build unique physical reminders in your work area that represent your team's impact and journey of achievements.



These will accumulate over time and serve as a reminder that later achievements relied on the past.

Have Fun Distractions

We are all humans and we enjoy to connect on a social level.

Leverage humor and fun interactions that disrupt the quiet machine interactions (community chess board, throw stress balls, have Nerf toys)

They are Missed

Recognize when someone has taken an extended leave, and remind them that they were missed by decorating their desk.

There are many additional benefits of group exercises, like pranks, that strengthen the team and bring humor to the environment.

Celebrate Achievements

Use positive reinforcements by bringing in a treat when you want to celebrate an achievement.

Avoid having traditions that ask people to bring in a treat when they make a mistake.