

# 5 Quick Wins to Better Bond Your Team

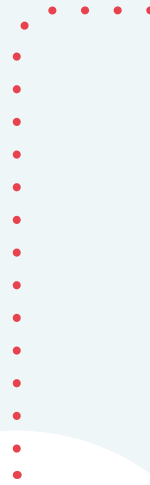
An employee engagement  
“cheat sheet” for in-tune leaders.



The success of a company hinges on the full engagement of its workforce. The trouble is, engagement relies on relationships—and relationships can be really hard! That's why, at EmC Leaders, we help companies like yours master the art of relationships. When you do, you can finally spend less time managing “*people problems*” and more time accomplishing your most important work.

As humans, **we are social creatures** who **rely on connection** to calm our nervous systems.

Once at ease, we can safely express ideas, take risks, and show up as our most authentic selves without worrying if we will be rejected or abandoned.



Let's start with  
**5 quick wins**  
to help you better  
bond your team..



# Make space for **emotion.**

Before you can roll out effective connection strategies to your team, try practicing them for yourself. Start by considering how you react to a distressed teammate.

1. Use a soft tone. *“I hear you.”*
2. Validate their feelings. *“You’re not alone.”*
3. Acknowledge the cycle. *“This can be stressful.”*



## **RESULT**

Using a soft voice helps to calm the brain while reassuring responses slow the pace of the conversation and regain emotional balance.

# 2

## Try offering **impact** vs. feedback.

Impact tells your teammate how their words or actions impact you, increasing awareness. Feedback, on the other hand, tells the person what they need to improve or change, which may send a message that they are not good enough.

**Feedback:** *“You need to be more supportive and not so judgemental.”*

**Impact:** *“When I hear your negative comments, I lose balance and start to think I’m ineffective.”*



### **RESULT**

Impact-focused statements reduce division and create a safe path for an adjustment in behavior.

# 3

## Set the stage for **safe** conversations.

The way you present a concern can make or break a conversation. Consider these examples:

### Less Safe

- “You are never available to talk.”
- “You don’t care about my feelings.”
- “You are getting me all wrong.”
- “You never come to me; you just go around me.”

### More Safe

- “I feel alone and pressured with this project.”
- “It’s difficult when my feelings aren’t acknowledged.”
- “I hear that you have a different impression of what I said.”
- “When you don’t come to me for help, I get worried that we’re losing our connection.”

### RESULT

Tapping into what’s driving a knee-jerk response opens the door for understanding, connection, and progress.





# Validate **emotional** experiences *(even if you don't agree).*

Validating and accepting your teammate's emotional experience does not mean you agree with the facts surrounding why they feel the way they do.

**Try this:** *"I can hear how difficult this is for you right now. I may not see the facts as you see them, but I want to be here for you because you are important to me."*



## **RESULT**

Emotional reassurance helps people feel like they're not alone—regardless of a difference in opinion.

# 5

# Make the most of weekly check-ins.

Regular meetings with those who report to you can be even more effective when you include these questions:

1. What helped you to feel safe and connected this week?
2. What do you need more of to feel supported next week?



## RESULT


These questions help to catch a negative cycle quickly so reconnection can happen faster.

## Like what you're reading?

Stop by the EmC Leaders booth and pick up your free copy of *The Connected Culture: How the Art of Relationships Leads to Positive Results*. Or, simply open the camera on your phone and scan the code below to download a digital copy.

[emcleaders.com](http://emcleaders.com)





“ The EmC process gave us tools to connect with one another on an emotional level . . . to **speak without fears**, and have a stronger connection within the team. Once that happens, everything becomes easier to do.

–Alejandro Tocigl,  
Co-Founder and CEO at Miroculus

“ It transformed our culture by how we interact with each other. . . . It allowed us to grow the capacity to be vulnerable in all aspects and **not worry about what we have to say and how to say it** . . .

–Dr. Mais Jebrael,  
Senior Director of Research and Development





“ . . . each member of the team can express what they need in moments that are demanding, and others can acknowledge what they need [while] reassur[ing] them how important and valued they are . . . That has **radically changed our interactions**, problem-solving, and a sense of togetherness.”

–Dr. Fay Christodoulou,  
Co-Founder and Miroculus Chief Science Officer



“

I think it matters to be able to address difficult topics, to brainstorm passionately about different ideas, while keeping the team on track and in a strong state of mind. This can only happen if you have a culture where **difficult conversations are not avoided.**”

–Alejandro Tocigl,

Co-Founder and CEO at Miroculus

“

When I joined Miroculus, it was **refreshing** to see a company where the baseline is higher for learning the language of emotions and understanding the importance of emotional connection.”

–Carolyn Wang,

Head of People



# Your **team** can **build** a better **bond**, too.

Learn about our done-with-you services at  
[emcleaders.com](https://emcleaders.com)

In the meantime,  
put these **5 practices**  
into place and notice  
the response!



Employee Engagement



Team Dynamics



Workplace Conflict

# Healthy employee relationships = productive, profitable companies.

Studies have shown that when people don't know how to connect emotionally, they can't collaborate, communicate, and solve complex problems effectively. Knowing this, Miroculus, a leading San Francisco-based biotech company, sought out EmC Leaders support to help cultivate and nurture a community of emotionally connected leaders.



**EMC LEADERS**

Taking care of the *teams* you care about

[emcleaders.com](http://emcleaders.com)

