

## Relationships

### Before you watch

#### A

Work in pairs. Discuss the questions about relationships at work.

- How would you define 'a good relationship' with colleagues?
- How do you build good relationships with colleagues?
- Do you think it's important to socialise with your team? Why? Why not?

### Video

#### A

Watch the first part of the video. Make notes on each speaker's response to the question *How do you build a relationship with colleagues?*

<i>Tolani</i>	
<i>Vivek</i>	

Discuss the questions with a partner.

1. Who thought it was important to get colleagues' views about the company?
2. Who felt it was important to socialise with colleagues?
3. Who do you think made the most interesting point? Why?

#### B

Watch the next part of the video. Complete the table.

Question: *Do you think it's important to socialise with your team?*

Speaker	YES/NO	Why
<i>Prad</i>		
<i>Anne</i>		
<i>Jenny</i>		
<i>Chris</i>		

Did anyone mention the ideas you discussed at the start of the lesson?

## C

Which of the following topics would you discuss with colleagues during a free moment (e.g. before or after a meeting, during a coffee break)?

- sport
- food
- work
- the future of the company
- social media
- religion
- customers
- TV
- relationships
- family
- nights out
- gossip

Watch the last part of the video. Tick the topics that the speakers feel they would discuss. Were their ideas similar to yours?

## Language focus

### A

Scan the transcript. Find and highlight the following phrases.

what motivates them	what drives them	nurture that relationship
it has an impact	get on with your team	a more efficient team
a more open team	bounce ideas off [someone]	we actually appreciate that

Discuss the questions with a partner.

- Do you know what the phrases mean?
- Can you guess the meaning of unknown phrases from their context in the transcript?

### B

Match each phrase in from Language focus A to a phrase in the table with a similar meaning.

1.	have a friendly relationship with your close colleagues
2.	a better-organised and productive group of workers
3.	develop a connection between colleagues
4.	this is something we really like and are grateful for
5.	staff that are more honest and willing to discuss problems or situations
6.	the reasons that they do something
7.	its effect is strong or important
8.	talk about ideas informally

## C

Complete the table for each word listed. Use a dictionary to help you.

Noun	Verb	Adjective	Adverb	Other (e.g. collocations, opposites)
		efficient		
	motivate			highly motivated, demotivate (-)
	appreciate			

## Communication focus

### A

**Work with a partner. Discuss the scenarios related to building good relationships at work. Decide on the best solution in each scenario.**

<p>You manage a small team. They socialise together online and share a lot of the same hobbies and interests. Team morale is high, but new members of staff feel excluded and it is very difficult for them to join the team.</p> <p>What should you do? Should you encourage your staff to spend less time together?</p>	<p>You've just started a new role managing a small team. It's only been a few weeks, but you've already realised that the team aren't very <b>open</b>. There's not much communication between them in the office. You try to <b>bounce ideas off</b> them but they all seem a bit unsure ...</p> <p>What should you do?</p>
<p>You <b>don't get on with</b> one of your colleagues. You have nothing in common with them. Most of the time, you find them rude. To make matters worse, they support your rival team.</p> <p>Your boss has asked you to work with that colleague on a project. You don't want to. What should you do?</p>	<p>A new colleague has just joined your workplace. The manager has asked you to 'be their mentor and help them settle in'. What would you do to help <b>nurture your relationship</b> with the new colleague in the first few weeks?</p>
<p>You have a '360 feedback' policy just like Vivek. You <b>appreciate</b> hearing from your staff about how the company could develop. However, you've realised that more and more staff conversations are critical of the company – people are rarely positive. Is there anything you could do to change that?</p>	<p>In a recent staff appraisal, you asked an entry-level colleague 'what <b>motivates</b> you?'</p> <p>Their answer: 'Money. A company car. A management position. Stuff like that.'</p> <p>This doesn't really fit your company ethos. What would you say?</p>