

Leadercast

shift



A Great Place to Work for All

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No matter where they're located, what kind of job they do, or where they work, all employees want the same things: to be respected, to be treated fairly, to enjoy the people they work with, and to be able to take pride in their work.

If everyone feels needed, necessary, and like they belong, a company will experience greater success. However, trust and respect erode if employees feel like they're being mistreated or undervalued. And you cannot develop an environment of trust if people don't feel safe and free to be who they are without worrying that doing so will threaten their careers. Practicing humility, curiosity and truly caring for your employees will easily make your organization a great place to work.

Main Points

Creating a great place to work for everyone pays dividends because a workplace that feels safe drives innovation and creates high performers.

Organizations focusing solely on the bottom line are not as profitable as those that also strive for high trust and safety.

Lead with inspiration, not fear. Avoid saying the words "must," "require," and "you better."

"Fear stops inclusion and innovation."