

Building mutual respect

What is it?

Mutual respect is respect that goes in both directions, regardless of traditional status hierarchies. Building mutual respect is an activity to find out what behaviors people need from others at work in order to feel respected. There is no need to converge on a single behavior. People may have different needs. Rather the hope is that people can agree upon a set of behavioral standards that they can strive to live up to.

What is it used for/ Purpose?

Building mutual respect is a relational intervention that is used to:

- Identify what people need to feel respected
- Come to agreement about which behavioral standards we can strive to live up to, in order to build relationships of mutual respect

Relational intervention to build mutual respect

- Sit around a table or on zoom with all roles in focal work process
- Each person writes down three things that help them to feel respected, on sticky notes (real or virtual)
- Put them in the center, organize by themes
- Note common themes
- Note differences
- Create behavioral standards for the group, based on the themes, that people agree they will strive to live up to