

How to Enhance the Quality of Life and health in a team

The quality and health of life at work is critical to enjoying one's job. After all, most of the working hours are spent in the workplace. If time is well spent at the work place that is free from stress, work anxiety and harassment the employee quality of life is respected there will be high productivity. In order to ensure quality and health of life of the team the responsibility lies on both the company and the employees, the following have to be in place.

On the side of the employees

Every interaction is an energy exchange.

We can either fill people up or deplete them. Stronger relationships are developed when we consciously choose to be kind, respectful and compassionate toward one another. This happens more easily when we let go of past issues and unproductive assumptions of one another and choose to see each other in a positive light. These high-quality relationships can be characterized by effective communication in which an individual listens actively and is responsive to their colleague and their emotions. The sense that you have someone who is looking out for your best interests provides comfort and reassurance in a work environment. Even if you don't spend your time outside of work with coworkers, developing strong relationships will help you better each day.

Appreciation

Feeling consistently unappreciated can lead to burnout. Praise doesn't cost anything and has priceless benefits when it comes to workplace happiness, motivation and a sense of value and belonging. Leaders who model the way by genuinely taking the time to recognize team member accomplishments, no matter how small, will create an environment of recognition and value. A simple, "Thank you" will go a very long way to ensure team members know that their contributions make a difference.

Teamwork

Similarly, investing in a collaborative team environment will make work have more enjoyable experiences such as, the joy of celebrating success with others, the opportunity to support one another when something fails and the synergy of creating something new as a team.

Passion for work

A passion for your job will create the desire to work each day. If you find that you're experiencing burnout and unfulfilled at work, conduct a personal inventory of what may be causing the problem. Just a few changes to your daily duties could make a big difference in how you feel about your work. Some of those changes may be things that you can do, and others may require the support of your boss.

Personal needs

As you look at ways to improve the quality of life at work, consider the steps that you can take to remain true to your own needs. Be ready to say no if you feel exhausted. Saying no to additional responsibilities is not a sign of weakness but been honest and fair to yourself.

Stress and harassment at work can impact the health and quality of life in the workplace. Take action before stress takes a toll on your health. Give yourself breaks during the workday and do your best to leave unfinished work in the office. A wellness approach to your work will help you be more productive and produce high-quality results.

Life balance

It is important to establish a plan that will help you move forward in your personal life. A balance of personal and professional goals will help you feel like you're moving forward in life. You're less likely to feel overwhelmed at work if you don't neglect the personal goals that you wish to accomplish.

Building personal resilience at work

Building personal resilience at work is by developing and strengthening emotional insight. Individuals with a level of insight have a level of awareness about the full range of emotions they experience, from negative through to positive.

They will also consider the consequences of their own reactions and behavior and the effects their own actions have on others.

Sense of spirituality

Having a sense of spirituality has been linked to developing resilience at work.

This may be related to reducing vulnerability and the impact that adversity in the workplace has on the individual. Finding meaning in work and feeling that this work is contributing to a greater good, can act as a barrier against the effect of stress. It may also be because spirituality may lead employees to view even stressful situations as having positive aspects, or purpose and appreciating potential benefits.

Reflective

Becoming more reflective is another way individuals can build resilience at work.

This means that being in tune with one's emotions and emotional reactions can serve as a barrier against the effect of stress. Being aware of possible triggers to stress can provide individuals with the opportunity to prepare and gather resources so they are better able to bounce back. If an employee knows that a particular circumstance will be especially challenging, they can then implement coping strategies.

The ChargePoint Company on its side should;

Design safer systems of work

The most direct approach to ensuring a safe and healthy workplace is to design systems of work that are safe and without risk to health. This can often be done satisfactorily only at the design, planning and purchasing level.

Exhibit commitment

No matter how much activity related to health and safety is initiated by the HR professionals, health and safety should be an integral part of every manager's responsibility from the chief executive officer down to the lowest level of supervisor.

Inspect the workplace

Another proactive approach to the management of health and safety is regular formal inspection of the workplace, regular monitoring of the work environment and regular physical examination of the employees.

Develop safety training programmes

One way to obtain compliance with health and safety regulations is through enhancing employees' knowledge, understanding and commitment which can be achieved through health and safety programmes. Bratton and Gold (2007).

Reference

Class note on what is resilience at workplace

[How to Enhance the Quality of Life in a Workplace Environment \(chron.com\)](http://chron.com)

[6 practices to help build a healthy team climate \(theladders.com\)](http://theladders.com)

Bratton and Gold (2007): Human Resource and Management, theory and practice 4th edition. PALGRAVE MACMILLAN, New York