



SUPPLEMENTAL GUIDE

Episode 22: Outlet Converter

5 Ways to Build Trust and Increase Job Reattachment

1. **Safety** – establishing a clear commitment to safety supports trust and is scientifically proven to assist with job reattachment. This includes safety around expected commuting, physical safety in the workplace, reinforcing protocols, etc. Be clear about what your organization stands for and ensure that you are consistent.
2. **Let Employees Lead** – Empowering employees to help design solutions that work for them gives employees a platform to have their voices heard.
3. **Listen, learn, listen more** – Employees need to feel safe and supported in sharing their concerns, and not feel that they will be judged for doing so. Share what's been heard, validate understanding, and create rapid action plans to demonstrate your commitment to supporting employees
4. **Watch for Bias** – In a hybrid environment, it will be a challenge to make sure that all employees are treated equally, regardless of where they sit. Using recommendation #2, engaging employees to help drive an action team around this could be helpful.
5. **Deepen Connections** – due to the emotional challenges many people may be feeling, it is critical that you continue to stay connected with people as human beings, understanding their goals and gifts both inside and outside of the workplace.