



# HOW TO DEVELOP AND SUPPORT NEW COLLEAGUES

## DEVELOPMENTAL APPROACH

The Developmental Approach to work focuses on:

- sharing of group goals;
- building interpersonal relationships; and
- being a reflective practitioner in the process.

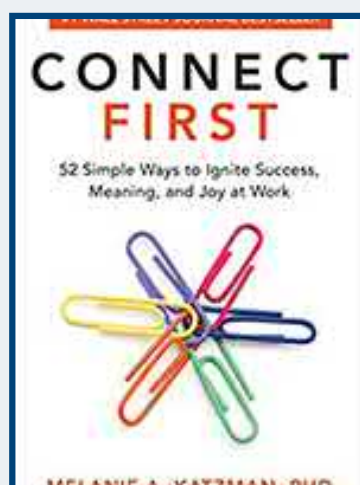
This approach allows us to help new colleagues engage more deeply at work and bridge the gap from recruitment to retention.

## PERCIPIO RESOURCES

**Book: Connect First: 52 Simple Ways to Ignite Success, Meaning, and Joy at Work**

Strong relationships are the bedrock of lasting success, meaning, and joy at work. In this life-changing guide, Dr. Melanie Katzman shows you an impactful approach to connect first as fellow humans, then as coworkers and colleagues, to forge the deep bonds that make a significant difference.

[Click here to read](#)



**Course: Creating a Solid Support Base through Peer Relationships**

This course helps you learn how to develop and maintain relationships with your peers at work that can lead to success for both you as an individual, and for your organization. It also teaches you how a supportive peer network can provide you with a wide variety of expertise and institutional knowledge and enable you to leverage other people's networks.

[Click here to watch](#)



## VIDEO

**The Puzzle of Motivation**

Companies should also encourage their people to pursue mastery, the desire to get better and better at something that matters and to feel a sense of purpose, a yearning to work in the service of something larger than themselves. In this TedX talk, career analyst Dan Pink dives into how companies can integrate these building blocks of motivation into their modus operandi.

[Click here to watch](#)



## ADDITIONAL READING

**How to Build Rapport with New Colleagues**

Building a rapport with your new workmates is key to good working relationships and teamwork, which will make you all more efficient and your efforts more fruitful. This article offers tips on how to create valuable relationships, such as establishing common ground, practicing courtesy and listening, and embracing a team mindset.

[Click here to read more](#)



**6 Ways to Help New Employees Mesh Well with Their Team**

This article guides you on how to nurture your new employees during the onboarding process so that it will offer them and your business the best possibility for success.

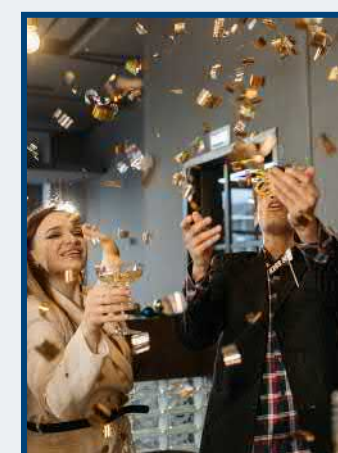
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**Top 6 Ways to Create a Welcoming Culture**

Whether you are welcoming new employees to your workplace culture, or you've recently updated your culture and you're helping employees to adapt to the changes, these tips will help to ensure that you're creating a culture that says, "you're welcome here."

[Click here to read more](#)



**7 Ways to Set Up a New Hire for Success**

Research has shown that being systematic in onboarding brings new employees up to speed 50% faster, which means they're more quickly and efficiently able to contribute to achieving desired goals. Effective onboarding also dramatically reduces failure rates and increases employee engagement and retention.

[Click here to read more](#)



**Why it Is Important to Help Develop & Support Your Colleagues**

Understanding the importance of support in the workplace, who benefits from helping your peers and how to go about the process will help you become a better coworker and boost your career. Read on to learn some of the many benefits of helping develop and support our colleagues.

[Click here to read more](#)

