Bringing LOVE into the workplace.

LEADING WITH LOVE – tips for leaders from Sigal Barsade's talk: All You Need is Love… At Work?

1. Culture starts with you:
- Show love to others, especially in non-verbal ways. Pay attention to your facial expressions and body language when interacting with others- do they reflect a sense of care?
- Be aware of your role as an emotional contagion. Research shows that people catch emotions like they catch viruses. Make sure you are sending out positive emotions for others to 'catch.'
- Be conscious of how you come into work. Leaders have the most power to spread emotion because more people are looking at them. Make sure you send the right message through your non-verbal cues.

2. Express love, even when you don't feel it:
- Fake it 'til you make it. In a challenging situation, your first or default emotion might not be caring and compassion, but it is important to show love anyways. Research shows that when you express emotions, you begin to actually feel them. This act of love in crisis will be appreciated by others, thus also increasing your positive emotions.
- Remember that the opposite of a culture of companionate love is not one of abuse, but indifference. It is important to show care even in stressful times to avoid a culture of indifference.

3. Support love structurally:
- Include caring or love in value statements of departments or organizations.
- Consider current policies and whether they reflect a culture of caring and love.
- Identify practices you can put in place to consistently express love (Ex: leader calls employee if there is a death in the family)

MICRO-MOMENTS OF LOVE- ways anyone can contribute to a culture of companionate love

1. Give Others Your FULL Attention. When speaking with someone, put down the phone, stop typing that email and make eye contact. Listen to what they are saying and respond with care.

2. Smile & Say "Hello." As you pass a familiar or new face, acknowledge their existence and greet them with a smile and a welcoming word.

3. Express Gratitude & Appreciation. Recognize coworkers' work or effort and thank them for their contribution. Be as specific as possible in your appreciation to ensure it is received authentically.

4. Listen. In a fast-paced environment, taking time to listen to a coworker and understand their perspective is incredibly valuable to build caring connections. This may require you to set aside personal agendas or priorities to attentively and authentically listen to others.

5. Caring Feedback. When you have built a relationship with others that shows you care for them personally, you have also created an environment where you can give constructive feedback. Feedback is necessary for continued growth and delivering it in a specific, caring way can show you genuinely care for a coworker.

6. Celebrate Each Other. Recognize important life events like birthdays or anniversaries with coworkers. Bring humor into the workplace to create a playful, fun atmosphere.