



Social Connections Toolkit

Rebuilding a disconnected workplace

Social connections matter now, more than ever

Recent events, including bushfires and COVID-19, have resulted in:

- Increased anxiety and stress
- Increased perceived risk of illness
- Changes in individual behaviours such as
 - fewer social interactions
 - physical distancing and less contact
 - disconnect between employees and employers
 - changes to the workplace
 - Increased interpersonal conflict such as workplace divide and competition and increased likelihood of discrimination, prejudice and stigmatisation
 - Increased feelings of loneliness.

In-groups and out-groups

As your people return to the workplace, you may see group division into in-group and out-group which may result in poor engagement and loss of connection.

How groups can be divided:

- employees who retained their jobs vs employees who had no work for a specified period
- retained employees vs new recruits
- those working remotely vs those returned to the office
- those requiring flexible working arrangement vs those adhering to typical/new office hours

- full-time vs part-time or casual
- working in different sections
- race or ethnicity
- perceived inequality of workloads.

Group division damages social connections and may result in:

- interpersonal conflict
- discrimination, prejudice, stigmatisation and stereotyping
- lack of sharing of resources
- poor communication.

Did you know?

Social connections can reduce the impact of negative outcomes by:

- increasing the support available to employees, both perceived and received
- building a sense of belonging
- creating a team within the workplace.

Our Social Connection toolkit provides a range of resources you can download to help manage group division and build sustainable social connections in your workplace. Visit www.icare.nsw.gov.au/socialconnectionsmatter



**Social
Connections
Matter**

To find out more about social connections visit
icare.nsw.gov.au/socialconnectionsmatter

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