

Respect in a Learning Organization

Respect is essential to building effective relationships within a learning or organizational setting. Researchers and educators share the importance of respect and how to build it.

Organizational researchers, Rogers and Ashforth (2017) analyzed respect within the workplace and found that while individuals and teams “highly prize respect, [they] rarely report adequately achieving it.” Their study found that there are two distinct types of respect: group respect for all team members as well as respect for an individual’s “attributes, behaviors, and achievements.” By ensuring that both kinds of respect are provided, leaders can help team members fulfill their need for belonging and status, facilitating self-esteem and increasing positive outcomes. Are you respecting both the “we” and the “me” on your teams?

Earning respect from students can be an even greater challenge, but one that drives learning and achievement (and can help a teacher stay sane and teach on). Veteran educator, Suzanne Capek Tingley, suggests that to earn the respect of their students, teachers must “be consistent, keep your word, control your frustration, learn who your students are, be patient, speak in a normal tone of voice, and be kind.” Earned respect is evident in student behavior, especially when the teacher is being evaluated by others. The strength of relationships is proven when the stakes are high. The same can be said for teams and organizations. Are we treating one another and our students with respect? Have we earned it in return?

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References:

Capek Tingley, S. (2020, August 21). How to earn respect in the classroom. Hey Teach! Retrieved February 1, 2023, from <https://www.wgu.edu/heyteach/article/how-earn-respect-classroom1808.html#:~:text=Earning%20your%20students'%20respect%20requires,of%20voice%2C%20and%20be%20kind.>

Rogers, K. M., & Ashforth, B. E. (2017). Respect in Organizations: Feeling Valued as “We” and “Me.” *Journal of Management*, 43(5), 1578–1608. <https://doi.org/10.1177/0149206314557159>