

Actions to promote Collegiality

1. **Model positive communication behavior**, not allowing others to get away with making negative statements about anyone else.

2. **Focus the discussion on the topic at hand, not the individual.** Do not ignore hurtful comments: it leaves other people feeling unprotected. Worse, it provides permission for the behavior to continue.



3. **Try to see some value in the suggestions or comments of others**, even if your initial reaction is to disagree. You may be surprised at the areas where you do actually agree on a solution.

4. **Keep your sense of humor.** This can both relieve tension and really put things in perspective. It feels good and it's good for you.

5. **Celebrate success.** After a successful meeting or interaction, acknowledge it. Schedule a department lunch or happy hour just for fun, and make sure everyone feels welcome. It will allow you to know people outside of the professional situation, and foster understanding. This builds a solid relationship for facing the next difficult situation.