

A Working Environment We All Deserve

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One of the most important things in managing employees is to set the right tone at work. An employee is more motivated to work if he/she has a positive work environment. If people in the organization are happy, they are likely to be more productive each day.

The term work environment is used to describe the surrounding condition in which an employee operates. A positive work environment is a confluence of several factors. Jake Richardson, a human resource manager, defines positive work environment as a situation in which every employee **feels safe, acknowledged, and able to do his/her best to achieve professional objectives.**

First in Richardson's definition is that an employee should feel safe. I believe this is first and foremost. This is a must in every workplace. If one wants to achieve goals, he/she must feel safe and comfortable in doing his or her job. The sense of security in one's work environment must be a priority. This is not just having a guard that will ensure one's safety, but this is also being safe from harassment, being safe when inside the work facilities, etc. When people are happy at work, they also feel safe because a poor work environment can slow down productivity and may lead employees to become demotivated which in the long run can cause health problems such as anxiety, stress and depression.

Second is being acknowledged. This is given. For one to be productive, one's effort must be recognized. Reward employees who did a good job. When one's worth, effort, hard work and even the not so hard work are recognized, the person being acknowledged feels more important. Appreciation boosts morale. It boosts moods and attitudes especially having the feeling that one's effort is valuable to improve more and to do their best. It also promotes collaboration with the other members of the organization. When one is motivated on an individual level, he/she is more likely to encourage others as well, thereby promoting improved professional relationships. When everyone is motivated, they invest all their energy to ensure best results in everything that they do.

Third is being able to do one's best. The ability to do one's best is to achieve the goals of the organization is somewhat interrelated with being acknowledged. It may be an offshoot of recognition received, but it can also stand-alone as a defining character of a positive work environment. When employees work in a positive environment, they are more likely to do their best in contributing to short-term or long-term goals of the organization. Positive work environment impacts the quantity and quality of work which is basically anchored on when the employee performs their best. Outputs and targets are met and even surpassed when we do our best. A positive work environment can do wonders. Simply said, positivity creates more positivity.

A positive work environment boosts efficiency, promotes collaboration, enhances creativity, reduces stress, enables full focus, promotes shared values and makes everyone in the organization happier. Achieving these may be difficult but with the everyone's cooperation, this kind of workplace environment is achievable.