

# Restoring Peace in the Workplace

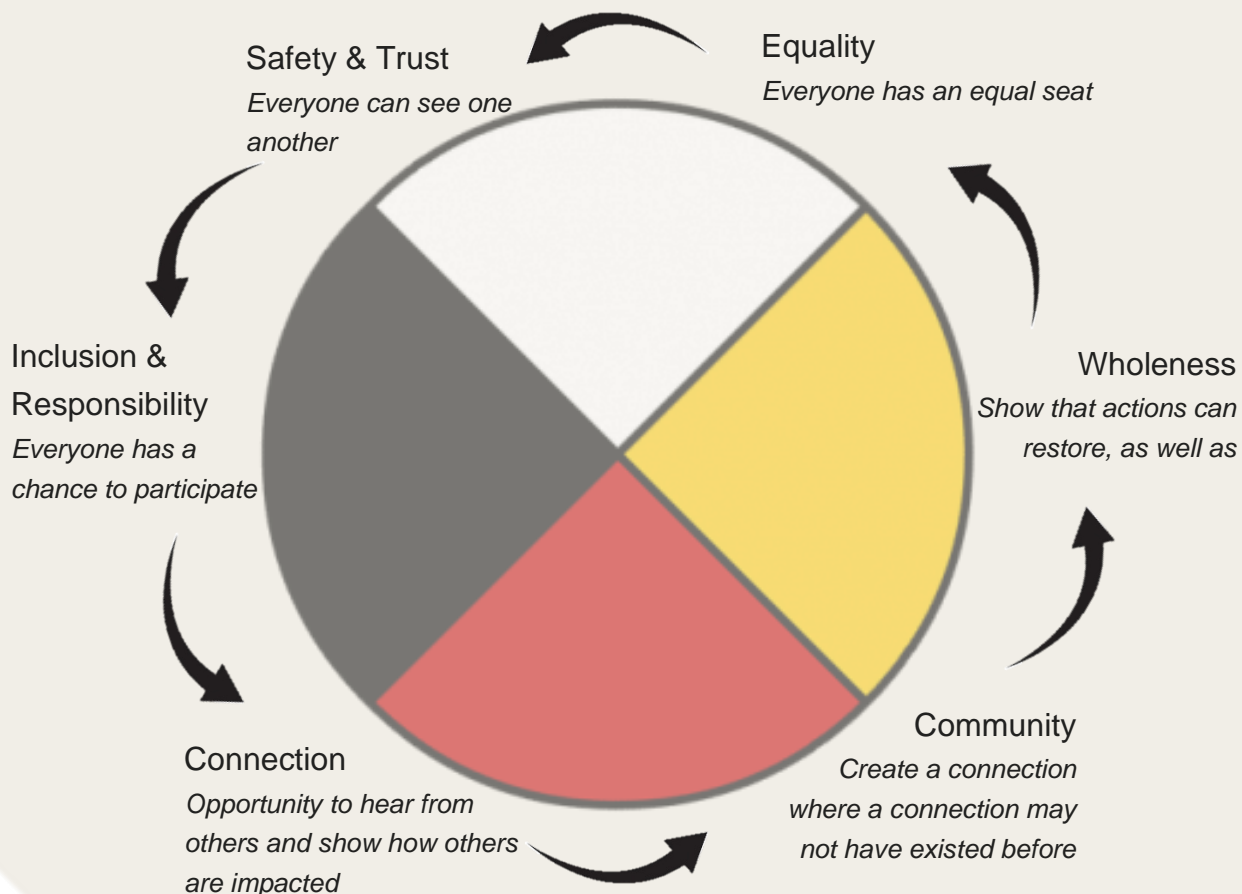


**When a harassment claim is made in the workplace, it can result in hurt feelings, gossip, toxic environments, and damage to relationships.**

Every relationship grows and changes over time, usually by experiencing challenges and conflict. Workplace teams and departments are no different, and conflict is a normal part of the relationship. Team development is not stagnant and establishing trust and communication is an important way to rebuild relationships during and after conflict.

**Circles are used to build community, foster connections, facilitate greater understanding of one another, and increase relationships between people.**

Circles are used to hold people accountable as well as facilitate decision-making in a way that encourages people to be responsible for their behaviour and for the outcomes of decisions. Circles are used to build and maintain relationships. They are meant to be collaborative, engaging, to encourage input and opinions, and deepen peoples' understandings of one another. Circles help to create:



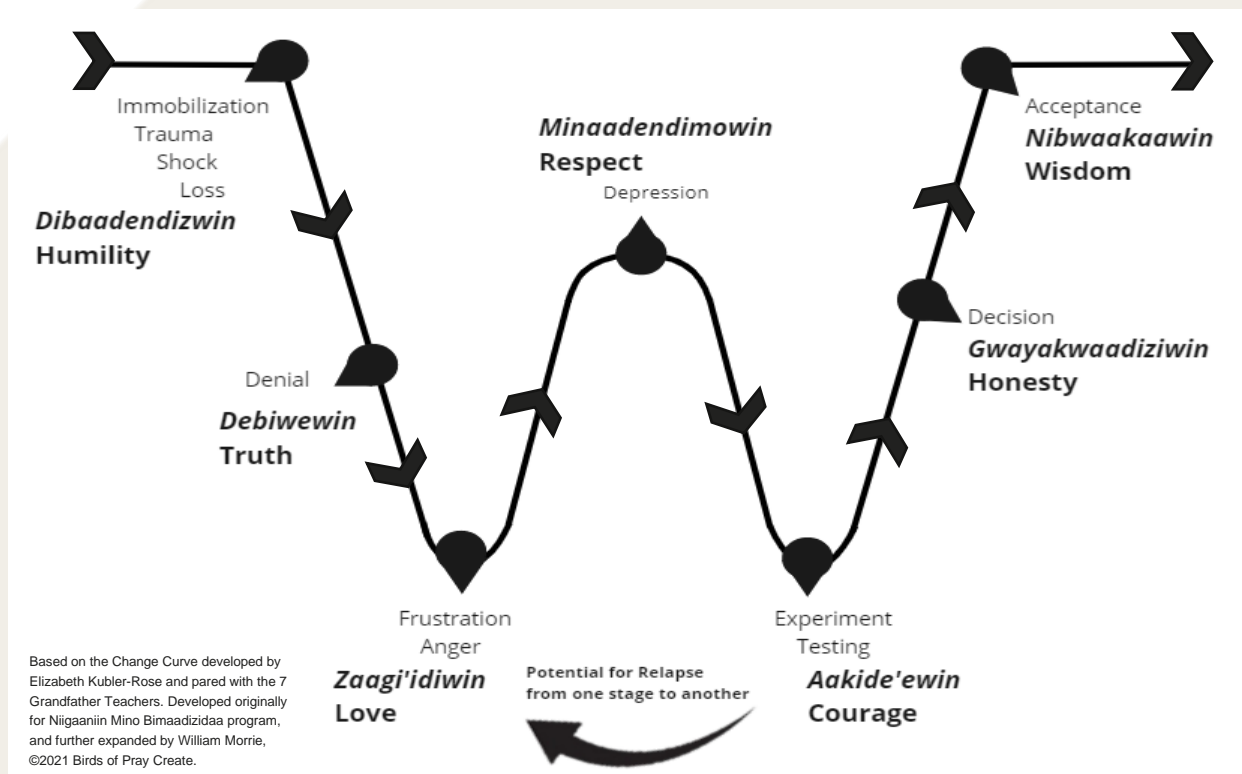
**Connected people can work together to repair harm, restore dignity, and feel whole again. It empowers the person who did harm to see that they can have a positive effect on others.**

# Openly Addressing Conflict

Everyone goes through a series of emotions when experience conflict and change similar to the ones on the Anishinaabek Grief Health and Loss Tool.

Learning to notice and correct your behaviour is the biggest contribution you can make to supporting your workplace on a personal level. We call this emotional intelligence. By working on our personal and social skills we can develop self-awareness, self-regulation, and motivation. These skills involve a combination of recognition and regulation.

## Anishinaabek Grief Healing and Loss Tool



**Regulation** means you can correct or modify your behaviour after you recognize your emotional state.

- When you feel an emotional reaction, take a moment to notice that emotion and think about why you are feeling that way before you react. With the example above, you might feel annoyed at your co-worker.
- Notice that emotion: “I’m really annoyed that they did that. Why do I feel that way?”
- Remember: “I’m overtired. I’m not mad at them; I feel irritable because I’m overtired.”

**Recognition** means being aware of your emotional state.

- Ask yourself: “How am I feeling? Why am I feeling this way?”
- It also means having the awareness to know that how you are feeling may affect others. For example: “I feel irritable today because I didn’t sleep well last night.”
- This might mean I could be impatient with others. I should be aware of that today.”
- Being aware of your emotions means checking in with yourself and noticing when you feel emotionally triggered by something.