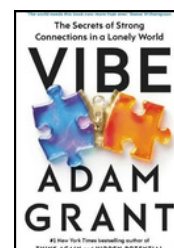


How to use vibe to build better connections at work

The people you work with throughout your career can help you learn, solve problems and explore new possibilities. And building better connections makes it easier to ask for help, share ideas and learn from each other.

Adam Grant describes 'vibe' as the quality of connection between people. Borrowing brilliance from his new book, these three ideas can help you to understand each other and build stronger connections at work.



Deeper dive

Three ways to build better connections at work

Understand someone else's snow globe

Adam uses the idea of a snow globe to describe the world each person brings to a conversation. Being curious about someone else's world helps you understand what matters to them.

Try: In your next conversation, try asking: "What's a challenge you're trying to solve at the moment?" or "What's a goal you're working towards?"

Explore their answer before sharing your own experience.

Share what brings out your worst

Knowing what brings out the worst in each other can help us work better together. It can help us avoid unnecessary tension and understand someone's reaction.

Try: Sharing what brings out your worst with your team or someone you work closely with, and invite them to do the same.

Be specific, like "Last-minute changes make me short and snappy", so people know what can trigger that reaction.

Connect through helping other people

Helping each other with goals and challenges builds connections.

A reciprocity ring helps everyone ask for help and share their knowledge or connections, at any career stage.

Try: as a team or learning community, each share something you want to learn or need help with.

Capture the requests on Post-its or in a shared document, then ask everyone to add where they could help.

Coach yourself

What's one thing I could try this week to connect better with someone at work?

