



ISSUE: Power Imbalance. How an employee with multiple barriers perceives an employer, will determine whether the employee believes they can become a success in the work place.

THINGS TO CONSIDER: As many recognize, an employer and its managers or supervisors have the power and authority to affect how well its team and workplace will function. How the employer, manager or supervisor displays their personal power in the workplace can help or hinder a single employee or the whole team.

- Employees or individuals who have always been faced with multiple barriers throughout their lives and in the workplace feel like they have no control and are not worthy of having a say in matters.
- They feel uninformed, helpless, inadequate, insecure and fearful.
- How you conduct yourself as their employer can feed into their belief of themselves or it can help them to change how they feel about themselves.
- Some employees may be hyper alert or hypersensitive, they survived by being able to read other peoples mood and behaviors.

THINGS TO DO:

- Practice an empowering, engaging and inclusive management style. Be optimistic, enthusiastic, trusting, show a sense of humor and most of all, show your employees respect.
- Keep all staff informed and involved to a degree that is beneficial to you the employer and is also inclusive for employees.
- Be consistent in complimenting and reinforcing an employee's strengths.
- Trust in their capabilities and be helpful when necessary to support their efforts.
- Offer new challenging opportunities to an employee who has demonstrated that they are capable and interested in handling new challenges and completing them.
- Work towards creating an atmosphere of proactive behaviour, comfort and calm rather than a crisis oriented, reactionary workplace culture, which thereby increases overall workplace stress for everyone including both employees and employers.

For more info on Potluck Recipes for Success: Heather O'Hara - Executive Director
T: 604.683.0073 ext. 379
E: heather@potluckcatering.com
W: www.potluckcatering.com



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Potluck Cafe Society 30 West Hastings Street Vancouver, BC V6B 1G6 604.683.0073 x. 379 Potluck Tools & Resources Copyright 2007