

authenticity

the quality of truly being what something is said to be; sincerity, genuineness



**CareGivers
of America**
Home Healthcare Services

A team and company culture that values authenticity at work has a variety of benefits, including:

Happier employees: People who feel like they can be themselves in the workplace are happier. And when employees are happy at work, employee engagement, team productivity, and overall motivation goes up.

Stronger teams: When people feel seen and appreciated for their authentic selves, they form stronger bonds. This leads to better collaboration and higher-performing teams.



When we were children, many of us were told to just be ourselves. But no one ever told us *how* to do it (especially at work!)—because people don't know how. It takes some self-analysis, and a deeper understanding of what it means to be authentic.

Authenticity is relational We live in a world of relationships. We exude our authenticity, and then it is witnessed by others. *Because of that, **authenticity needs to be combined with emotional intelligence and respect, listening and understanding***. Authenticity requires perspective taking, not only from ourselves but from others. As one student I encountered said very poignantly, "If you are going to be authentic, that requires you to be accepting of the authenticity of others."

Don't be afraid to be yourself A lot of employees think they have to act a certain way to get respect from their colleagues. You might think you have to be super professional, serious, or closed off. But being authentically yourself can go a long way in building stronger relationships, and deepening respect and mutual understanding. So look for ways to inject your authentic self into your work life.

Don't "fake listen" The challenge with many professionals is that they were trained in "active listening," which is where you lean in, make eye contact and say "yes" and "uh huh." But are you really listening? Or is your mind making your to-do list? When my daughter was nine years old, she called this "fake listening." Stop, really listen and share what you've heard the other person saying.

Admit mistakes and errors When you make a mistake, say so. Demonstrate humility. Say, "I'm sorry, I screwed up." I don't know why this one is such a toughie, but it seems to be. Admitting mistakes will earn you more trust from people, not less.

Keep good boundaries while being authentic Don't be careless or overshare. Before you openly share something, think, "WAIT. Why am I talking?" Not everything has to be said, especially at work.