



## What to do when a relationship at work breaks down

When a relationship breaks down at work, the impact can be challenging to manage. Whether between colleagues or between you and your boss, a strained relationship in the workplace can lead to an uncomfortable working environment that affects performance. But with effective communication skills, you can successfully navigate these issues and rebuild connections for improved collaboration. We'll offer tips on communicating effectively and repairing broken relationships in the office.

### The impact of a broken relationship at work

When relationships break down in the workplace, it's important to recognise the impact that this can have on both parties. It can lead to negative feelings such as resentment and insecurity, which can affect your relationships with colleagues. Breaks in relationships also create disruption within teams, resulting in a lack of trust and respect for each other's opinions.

The first step to rebuilding relationships is understanding the causes of breakdowns. Is it due to a misunderstanding or miscommunication? Are there different opinions or values at play? By recognising why relationships have deteriorated, you can begin to address any issues more effectively.



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## Evaluate the situation

Take a step back and evaluate the situation objectively. What factors led to the breakdown? Is there anything you could have done differently? Understanding what went wrong can help you be better prepared for the future.

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## Communicate your feelings

Communication is key. Expressing your feelings in an honest but non-confrontational way is often enough to start mending relationships. Be sure to stay professional and focus on solutions rather than assigning blame.



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## Reach out

Once you've communicated how you feel, reach out and resolve any issues between yourself and your colleagues or boss. This can involve anything from face-to-face conversation to offering an apology and compromise.

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## Move forward

After taking steps to repair relationships, it's essential to build trust and strengthen relationships for the future. Make a conscious effort to foster open communication and healthy relationships with your colleagues or boss.



