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# NEXT STEP

## HOW TO BOOST YOUR TEAM'S MORALE WHEN YOU'RE NOT THE BOSS

*When you're spending half the day, seven days a week in one place, it's everyone's duty to keep the juices flowing and the excitement levels buzzing. And you might not be the boss, but your colleagues literally make your day.*

Just like low spirits can be contagious, praise and recognition not only increase team morale, but has numerous benefits for you as well, like stress reduction and even better health. So if you're hearing more sighs and seeing more dejected expressions than usual, show some love with these simple tactics:

### RANDOM ACTS OF KINDNESS

Try to find out your team members' favourites, e.g. favourite chocolate, favourite magazine, favourite sports team. Keep this info and use it when they come to you as a pick-me-up. If someone's had a particularly stressful week, gift him a bag of his favourite candy on Thursday. Random acts of kindness mean all the more if you've put thought into remembering the things your co-workers will truly appreciate.

### BEGIN A TRADITION

Ask anyone at an organisation with a tradition-filled culture and they'll tell you that these rituals improve bonding and raise team morale. Now while it's usually management that initiates proper organisational traditions, you can always make a suggestion or initiate a mini-tradition. This could be anything from a monthly lunch meeting outside the office to stating how a specific colleague helped you out the past week at the beginning of the weekly meeting.

### THROW IN A GOOD WORD

If your team is anything like mine, we're



constantly making fun of each other and innocently putting down one another in front of the boss. And recognition comes just as easily. If you're not used to such a culture, start putting in a good word for a teammate with the person who determines his salary or promotion or assignments. When praise comes from someone else, it strengthens his claims about his accomplishments and shows that his

hard work has been helpful to the organisation.

For example, a Facebook post acknowledging your co-worker, someone from another department you collaborated with, or even your boss will improve your relationships and might even be the highlight of someone's long and difficult week. Don't shy away from thanking and commending the people and the teams

that have made a project a success.

### OFFER YOUR HELP OR ASK FOR THEIRS

If you see your colleague swamped with paperwork even at 8 in the night, offer to help. After all, it's not every day that you have to stay back late. Helping out even when you don't need to only reinforces how dependable you are as a member of the organisation. You'll also feel less guilty for asking for theirs, whether that's asking for feedback or constructive criticism on a big project you're doing or sharing a bit of your workload with them when you're in a real pinch.

Remember that asking for someone's help is not at all a sign of your own weakness; rather it can potentially make another person feel valued and demonstrates that you respect him and his views. It might also be a great way to pick up on a skill. Need help with that PowerPoint? Maybe there's a flat design superhero waiting to be discovered.

Expensive pizza parties are not the only solution to a dreary day at the office. Try out these four tactics to show appreciation and just have a good time in general. Not only will you be cheering up a co-worker, in time you may find yourself looking forward to heading into the office at 8 every day. After all, boosting morale will create a more satisfying and productive work environment for everybody.

AMIYA HALDER

## YOUTHS AND EXPERTS EXPLORE SUSTAINABLE AND INCLUSIVE ECONOMIC GROWTH

On September 24, 2016, Stride Bangladesh and Microsoft Bangladesh jointly organised a consultation on the sustainable development goals (SDGs) with around 38 students, youths, community leaders and young professionals. The consultation, titled Linking Youth with Sustainable & Inclusive Economic Growth, was held at the Country Office of Microsoft Bangladesh. The consultation aimed at educating youth on and link them with the specific targets under the SDGs that deal with sustainable and inclusive economic growth.

Siddhatho Goshawmi, Co-Founder of Stride Bangladesh moderated the first part of the programme. This was followed by a session with



eminent ICT Advocate Sufi Faruq, who delivered an interactive discussion on Sustainable and Inclusive Economic Growth and the role of youth entrepreneurs in the context of Bangladesh.

Students in groups presented on three different case studies on the Sustainable and Inclusive Economic Growth. They were facilitated in their preparation by three expert resource persons: Cameron Mitchell, an expert in the field of innovation expert; Farhad Rahman, human rights expert; and Shahriar Rahman, Co-Founder of HiFi Public. Taking into consideration the ideas and recommendations which were generated in the session, a document will be prepared for Microsoft Bangladesh.

## THE SCIENCE OF COFFEE DRINKING

### 1 NO COFFEE BEFORE 10 A.M.

Cortisol is a hormone that makes us feel alert and awake. The best time to drink coffee is when its levels dip, i.e. 10-11 a.m. and 2-5 p.m.



### 2 CONTROL HOW MUCH YOU CONSUME

About 400 mg of caffeine is safe for adults (there's 65-100 mg of caffeine in a cup of instant coffee). More than this leads to restlessness, tremors, irritability, an upset stomach, and insomnia.



### 3 MEMORY BOOSTERS

A 200 mg dose of caffeine can boost memory. But for this to happen, you have to drink coffee right after the learning event, not before. Coffee, however, does not make you more creative.



### 4 POWER NAP & POWER UP

Drink a cup of coffee, take a nap, and in 20-30 minutes, it will kick in and wake you up. Besides using fat as fuel, coffee increases the concentration of endorphins in the brain, making you want to exercise.

### 5 LIVE LONGER

The latest research shows that coffee drinkers have a lower risk of dying prematurely from heart disease, stroke, suicide, and neurological diseases. It's additions like milk, cream, sugar and artificial flavours that add unnecessary fat and calories.



## Making a DIFFERENCE

Bangladesh is rapidly moving towards middle income status by 2021. Our businesses definitely offer immense opportunities for the growing economy and this diversity needs a stage for the stories untold. See Bangladesh make its mark on the global map as Making a Difference brings you our proudest success stories from across the country.

## THE 4 COLLEAGUES YOU NEED AT WORK

The potential benefits of having different types of co-workers are immeasurable for any individual, and these benefits ultimately help you grow and prosper in the organisation. At work, your circle of influence will grow depending on the interactions you have with your colleagues. If you have a number of demonstrable skills, but lack the skill to network, you may miss out on the professional appreciation you desire in the workplace. In order to utilise your circle of influence at work, these are the types of colleagues you should befriend:

### THE MENTOR

Mentor-like colleagues are a great resource to have because they have probably been where you would like to go one day. He is your superhero and your role model at work. He is the person you want to follow in terms of career progression. His presence reminds you of where you want to be in the future. He generally knows the steps you need to take and can easily show you the opportunities you may never have thought of. You need him more than he needs you, so don't annoy him as he's only going to mentor you when he can fit you into his busy schedule.

### THE PERFECTIONIST

You can make a lot of mistakes in the workplace so having a colleague who is good at spotting these mistakes can be very beneficial. This perfectionist will also be there to point out loopholes in your work before you share them with the world. At work, these colleagues are usually the experienced ones and have worked in several results-driven organisations. This colleague is the individual everyone appreciates and turns to for advice on proposals and policies. Nonetheless, always remember that your timeline means nothing to him. A friendly chase is always good to get him to check your content. Always do something for him in return to show your appreciation.

### THE NETWORKER

This type of colleague knows everyone inside and outside the organisation. The person is well-

connected and can help you find new professional connections, new opportunities and also new beginnings. He is the type of colleague that can connect you with who's who in your field. You need him to reach people and the places you can't reach by yourself. But, don't offend or cross his path! Otherwise he can ruin your professional reputation in no time. Look up to him and let him know that you cherish his connection.

### THE CRITIQUE

The critique is usually the devil's advocate—the one who doesn't think twice before asking the hard questions. He sees what you cannot see and he's very good when it comes to spotting problems before they arise. Like it or not, you need the critique's perspective. Although you do not realise it, in a way, the critique looks out for you. He is preparing you for success whether you know it or not. He is the 'go-to' person for you and a voice of reason.

However, you have to know when to involve him and pick what you share with him. Otherwise you may feel disheartened more often than is desirable.

MANJUR AHMED

