



## Early Childhood Induction Toolkit

### Factsheet 16

### Inductee

# Forming Effective Peer Relationships

## What is this for?

This factsheet is part of a suite of 18 resources to support the induction of new team members when they join a new ECEC service. You can learn more about this in the Course Introduction of the accompanying eLearning module.

## Who is this for?

This factsheet is for the new member of staff undergoing induction.

## How do I use it?

Use this factsheet to support you with implementing strategies for building positive workplace relationships.

## Use this together with these resources:

- Importance of Induction Factsheet
- Forming Effective Family Relationships Factsheet

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Getting to know the team is important, what everyone does and setting expectations is always helpful for new staff. Also knowing that they've got the support there to help them achieve those expectations.”

Micah, Gowrie Broadmeadows Valley

Positive workplace cultures are cultivated by effective working relationships and are linked to job satisfaction and staff retention. Effective peer relationships can create support networks as you, a new team member, become familiar with the service's culture, pedagogy, and operations. Building and maintaining relationships is the responsibility of all staff including new team members to the team. The service Code of Conduct will also guide teams toward positive workplace behaviours.

By following these tips, you can effectively build strong peer relationships during your induction period and beyond, creating a supportive network that contributes to your success in your new environment.



Suggestions for building peer relationships as a new team member:

### **Be approachable**

Approachability is an important quality when building relationships. It fosters connection and open communication. Demonstrating approachability can include smiling, open body posture and showing interest in others.

### **Engage in conversations**

Take the time to start conversations with your peers. Use break times and non-contact time as opportunities to learn more about them. Ask questions about their backgrounds, interests, and experiences, and also be prepared to share yours.

### **Listen actively**

When engaging with your peers, give them as much attention as you can while still engaging with and actively supervising children. Show genuine interest in what they have to say and ask follow-up questions to demonstrate that you are listening.

### **Be respectful**

Treat your peers with respect and kindness. Understand their uniqueness and use inclusive language. Avoid gossiping or speaking negatively about others, as this can damage trust and undermine your relationships.

### **Find commonalities**

Look for positive common interests or experiences that you share with your peers. This could be anything from personal interests, pedagogical theories, or previous job roles. Finding common ground helps to establish rapport and foster a sense of camaraderie.

### **Collaborate**

When working as a team, collaborate with your peers and be open to different ideas and perspectives. Contribute positively to team discussions and decision-making processes.

### **Offer to help**

Offer assistance or support to your peers when you notice it's needed. Whether it's helping/teaching, an administrative task or supporting in the program, demonstrating your willingness to contribute positively to the group can strengthen relationships.

### **Show appreciation**

Acknowledge the contribution and support of your peers. A simple thank you or word of appreciation can have a significant impact when building positive relationships.

### **Be patient**

Building meaningful relationships takes time, so be patient and consistent in your efforts to get to know your peers. Be willing to invest time and energy into nurturing these relationships over time.

### **Stay professional**

While it's important to build rapport with your peers, remember to maintain professionalism in your interactions. Identify your own boundaries and respect the boundaries of others. Positive professional relationships maintain a level of respect and friendliness while focusing on the purpose, outcomes, and impact of the work you do together.