



RELATIONAL ROUNDING

Healthcare leaders often waste valuable time dealing with negative employees, addressing conflict, and disruptive behaviors. **Relational Rounding** is a great solution to decrease negativity and foster a high-functioning, cohesive team. Connecting with employees through rounding is crucial, even amidst competing priorities.

During your rounds, focus on the following three objectives:

BUILD RELATIONSHIPS

Engage in daily conversations with employees to show care and build relationships.

Spend time with challenging employees to understand their motivations and inspire trust.

OFFER TO HELP

Pitch in and offer tangible help to support the team and build camaraderie.

CATCH THEM DOING SOMETHING RIGHT

Catch employees doing something right and provide frequent, sincere, and specific recognition.