

Relationships

Interviewer: Today, we're talking to people about relationships. How do you build good relationships with colleagues?

Tolani: So I feel that, sometimes, to— in order to build good relationships, you need to have, you know, the characteristics of wanting to get to know people, get to know what motivates them and drives them. It's not really, maybe, about, you know, the work they are doing, it's more about the emotion around it. You know, what gets them up every day? What makes them be at work in the first place? So by knowing a bit more about what motivates them or what makes them happy, then it's easier for you to actually, you know, to nurture that relationship and find out similar things that you have in common. So sometimes forming a good relationship with your work colleagues can take place outside of work as well, in a more— you know, I wouldn't say relaxing, but in a more comfortable environment.

Vivek: So there's are few ways of doing this and I think we do something called the 360 feedback, which is review— not just us reviewing our staff, but it is our staff reviewing us as well. So ultimately what we are giving them is the autonomy to speak to us in— what they want out of the business as well, because we are a start-up— we've come from different industries, we appreciate being told what's wrong and actually what could be better even— doesn't matter how junior somebody is. If they've come in from an entry level, we actually appreciate that quite often.

Interviewer: Do you think it's important to socialise with your team?

Prad: Very much so. You've got to get to know them. We're a small— particularly here in WalkMe— we're a very small team here. We need to know each other very well and how we work and what likes and dislikes. I think it's very, very important to build that relationship and socialise.

Anne: Yeah, definitely. Because you don't just work for work, otherwise I would stay at home. It's important to— I think it has an impact— yeah, for— for everyone. Just— for me it's simple like that.

Jenny: I do... very much so. And I think that helps with work, actually. To be able to get on with your team. Maybe not all of this on the same level, but to get to know them all— it's definitely very useful.

Chris: I think it's incredibly important to socialise with your team, have a team that is able to communicate, talk and interact with each other, beyond a work context, makes for a more efficient team and more open team and you're more likely to have someone come over and bounce ideas off you, ask for help, open up new opportunities and also want to be able to engage with you, within and outside the workplace. So...

Interviewer: What do you talk about with your colleagues when you're on a break?

Tolani: What we ate, like, last night for dinner. Or where we're going for lunch. Or somebody who's currently moved houses and how their house renovation is going? So it's, like, different random topics.

Chris: Everything. Nothing. Sports, relationships, what we've been doing, how tired you are.

Prad: So, we may talk about work, prospects, about our customers, issues. We'll talk about outside work interests, so family, football... cricket, rugby.