

# Improve Your Team Culture by Filling One of the Basic Human Needs (from p41)

Whether you're a team leader or not, you can contribute to a more enriching and engaging team culture. One of the easiest ways to do this is to insert good habits into team interactions that meet human needs.

For instance, imagine you work with people who dive into meetings without even greeting each other. This is likely to create an impersonal, transactional atmosphere because it undermines a sense of belonging, respect and psychological safety.

If you want to humanize the meetings and foster connection, what could you do? Think of a few easy yet impactful rituals that would help everyone feel respected, appreciated and trusted. Then imagine how the team might respond either immediately or over time — and put one of your ideas into practice!

Belonging (love)

Respect  
(significance)

Safety  
(certainty)