

Speak up for supporting your colleagues

Overview

Believe it or not, there is life outside of work. It's easy to forget considering how much of our time is spent in the workplace, but all of us have personal lives which can, at times, be difficult to juggle. From raising young families, to taking care of elderly parents and everything in between, we all do our best to try and find a work-life harmony. Often, however, colleagues are unfairly scrutinized when personal issues encroach on their time at work. We don't always know what's going on in someone's life, which is why it's important that we respect the fact that, although we don't all face the same challenges, we could all use a little support for the ones we do.



Insights

- In the workforce, women tend to be judged far more harshly than men when it comes to managing [family commitments](#)
- The stress of constantly feeling judged can take an emotional toll and leave workers feeling [cynical and undervalued](#)
- Employees who feel that they are the subject of multiple biases are far more likely to become disengaged and seek alternative employment



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Discussion

What is your personal experience with this topic?

- Do you think people are becoming more aware of the negative impact this has on a workplace environment or community?
- Have you ever felt that voicing a problem with a co-worker would damage your reputation or social standing?
- Do you ever feel guilty or scrutinized when you need to leave work early or come in late for family reasons?
- Have you ever noticed a negative bias against women who are juggling family commitments?
- What is your attitude about how flexible employers should be when it comes to facilitating their employees' personal time requirements? Is your employer accommodating to your needs?
- Are you resentful of any co-workers that appear to be absent more than you, even if you know it's because they are dealing with issues at home?



Strategies to creating an open and inclusive environment

- Prevent issues from becoming a problem. Establishing an open-door policy can help employers negotiate strategies to accommodate [personal commitments](#)
- Approach every subject with the aim of finding a solution—not to pointing fingers. If you feel the need to raise an issue, do so in a manner that is helpful for [everyone involved](#)
- Ask for help. Chances are there is someone else in the same position as you, or who has dealt with similar issues in the past. Those allies can be of great help if you're feeling alone in a situation

To learn more, visit [the RBC Inclusion Learning Centre](#)



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