No one wants to be a robot

More and more, the automatons are invading the workforce. We've included robots in manufacturing for a long time. But nowadays, machines are slinging fast food burgers, moving money, answering questions and even driving themselves. Who knows what they'll be up to tomorrow.

For certain jobs, a robot makes the ideal employee. It may be able to work longer hours with fewer breaks and it doesn't complain. But don't make the mistake of expecting your staff to do their jobs like a robot. It's just not possible.

Nurture a human culture

Here are some tips for keeping your work culture more human:

- **Numbers are for robots.** Calling people by name can help show that they're valued. No matter how large your organization may be, use names whenever possible.
- **Greetings aren't just for cards.** When you're busy, saying "hello" can feel like one more thing on the to-do list. But there's a reason people say "hi" and "how are you?" It reinforces relationships and lets employees know you're glad they're here.
- **Build connections.** Like with friendships, you can build work relationships on common interests. And you can also build them on differences. If a team member is an expert in something you don't know much about, just ask! You can learn something new while building rapport.
- **Take an interest.** All your employees have other facets to their lives beyond work. They're engaged with their families, community groups and more. No one works in a vacuum. Share and learn from other aspects of each others' lives when you can.
- **Avoid using guilt as a motivator.** You may be worried about work not getting done, but your team's well-being counts. Encourage your staff to take time away when they need it.
- **Show empathy.** You may not have a solution to a problem or issue a team member is facing. That's okay. Simply making it clear that you care can make a big difference in your team's morale.

If you offer a culture that allows your people to be fully human, it can help the workdays go by faster. And you might just find their response to the idea of leaving your team will be something like:

`Does. Not. Compute.`

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