

Not perfect
BETTER



Better with your Workmates

Tips and advice for being a better workmate.

Why ‘Not Perfect, Better’?

In November of 2024, we began our #welisten campaign where we spoke to men and boys in a series of focus groups and interviews. The focus groups were made up of men from all different cultures, ages, classes and experiences, yet they had a common thread: many **men couldn't tell us what a “good man” or a “good relationship” looked like.**



A lot of them felt disconnected from the issue of violence against women – not because they didn't want to be part of the solution, but because they felt like they couldn't be. They questioned whether they could speak up if they knew they still had room to be better.

The answer to that is **yes** and it's why we started **Not Perfect, Better.**

Better for your Workmates

Being a better workmate means helping to create a workplace where women feel safe, respected and equal.

Work can be one of the biggest parts of your week. It is where friendships form, pressure builds, and the tone gets set in small moments. The chat in the lunchroom, the banter on site and the group check-in after a big day.



Being better starts with noticing the behaviours that shape workplace culture and having the courage to challenge what respect looks like in everyday actions.

It is not about calling your workmates out. It is about calling them in.

When you have the courage to break free from stereotypes and practise equality and respect in everything you do, the people around you will follow.

The moments that shape work culture

Being better at work is not about one big speech or one perfect response. It is about the patterns people help create every day.

Workplace culture is shaped in small moments. The joke people laugh at, the person who gets interrupted, the pressure that turns into blame and the after-hours chat that crosses a line.

Here are four common workplace moments that can help set a better standard.

1. The banter moment

Banter can build connection. It can also be used to put women down, excuse disrespect or test what people will let slide.

Better looks like:

Keeping humour clever, not harmful. Changing direction when it gets personal. Choosing not to laugh when the joke relies on disrespect. Saying, "That's not where we need to take this."

2. The meeting moment

Meetings often show whose voices carry weight, who gets interrupted, who gets credit, who gets the admin jobs and who gets listened to.

Better looks like:

Sharing airtime. Naming women's contributions. Backing people in the room. Saying, "Let's come back to what she was saying." Noticing who is doing the invisible work and helping spread it fairly.

3. The pressure moment

Stress is part of work, but pressure should not become an excuse for snapping, blame, bullying or disrespect. "That's just how it is here" should never be the standard.

Better looks like:

Staying firm without being demeaning. Taking responsibility if you cross a line. Repairing quickly. Modelling calm when others escalate. Showing that leadership and respect can hold under pressure.

The after-hour moments

Work culture does not stop when the formal workday ends. Group chats, work drinks, site banter and social catch-ups can slide into comments, content or behaviour that would not be acceptable at work.

Better looks like:

Keeping the standard consistent. Respect does not clock off. If it would make a woman feel uncomfortable, excluded or unsafe at work, it does not belong after hours either.

Toolbox. Quick lines that keep dignity.

You do not need to lecture. You need a sentence that fits you.

Here are a few lines that hold the line.

When a joke crosses the line.

- “That’s not my kind of humour.”
- “I’m not into putting women down.”
- “Let’s keep it respectful.”

When someone is getting piled on.

- Alright. That’s enough.
- Let’s not make it personal.
- Back it up. We can say this better.

When someone shares sexist content.

- Delete that, that isn’t cool mate.
- Maybe rethink that mate.
- We can do better than that.

When you missed the moment.

- Hey, I should have spoken up earlier.
- I didn’t like how that landed.
- I’m going to be better about that.

A two-minute reset you can use anytime

Ask yourself. What did I just reward.
What did I just ignore. What standard did I just set.

Then choose one better move today.
Back someone in a meeting. Pull a work mate into line. Repair a moment you got wrong.



Better you

Being better is not about aiming for perfection, just progress. It's about being the man you want to be, feeling all your feels, and taking responsibility when you mess up. Learn how to level up with some easy, effective things you can put in practice at home, work and out in public.



Want more Better Guides? Head back to **Not Perfect, Better** or stay up to date with upcoming resources by following us on **Facebook**, **Instagram** or **LinkedIn**.