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HARRISBURG COMMERCIAL

# real estate REPORT

## Emotional Safety in the Workplace - Do You Feel Safe at Work?

By Lori Peters, MS NCC CCTP



**P**hysical safety in public settings has gotten much focus recently due to the increase of mass shootings in the United States. According to the Federal Bureau of Investigation, there were 30 separate active shootings in 2017, the most ever recorded by the organization during a one-year period. In a 2014 FBI study that covered the years 2000-2013, the number of active shooter incidents was 160. As a result, the emphasis for employers and schools has been on improving physical safety via national awareness campaigns (e.g. "See Something, Say Something"), active shooter drills and increased security. While this emphasis is a good measure because everyone

deserves to be safe while at work or at school, very little has been said about other forms of safety like emotional safety, which is just as important. In many of those shootings, authorities discovered that the shooters' motives often focused on their perceived lack of support. People should be in an environment where they feel heard, supported and trusted.

Emotional safety, as defined by the National Center on Safe Supportive Learning Environments, is "an experience in which one feels safe to express emotions, security, and confidence to take risks and feel challenged and excited to try something new." As a counselor, I would add that

**"...an experience in which one feels safe to express emotions, security, and confidence to take risks and feel challenged and excited to try something new."**

emotional safety is a condition in which a person can be vulnerable, open and honest without fear of judgment or persecution. You can be who you are, "your true self," as one of my graduate professors would say. Emotional safety is essential to the counseling process because the clients must feel safe enough with their counselor to share the deepest parts of themselves. If clients don't feel safe, progress will either stall or be non-existent. The same can be said for relationships. If you cannot be vulnerable and open with your friends or love partners, you are probably not in an emotionally safe relationship.

Emotional safety falls under the broad umbrella of emotional intelligence or EQ, which refers to the ability to be aware of your own emotions and that of others and base your behaviors,

*(Continued on page 3)*

## In This Issue

- 1, 3-4,6.....Featured Article
- 2-7.....Featured Listings
- 5.....Seeking Authors
- 8.....Recent Deals



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# NAICIR

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## New Listings



2,850 SF

### NEW Office Sale - 1223 E. Chocolate Avenue, Hershey

- Beautifully kept, freestanding office on heavily traveled road
- The space is very versatile and will lend itself to a variety of users
- Features include a first floor office area with reception/waiting, private offices, a conference room and kitchenette
- The second floor has a two-bedroom apartment which is rented on a short-term basis
- Storage areas are abundant throughout - full basement, attic area, and 30 x 30 garage at the rear of the parcel



500 SF

### NEW Office Lease - 212 N. Third Street, Harrisburg

- One suite available in this attractive brick office building, perfectly suited for attorneys, lobbyists, associations or any other professional user
- The building is centrally located just steps from the Capitol Complex as well as many eateries, retail shops and downtown attractions
- New aggressive rates include in-suite janitorial

## Investment Listings



28,000 SF

### Sale - Confidential, Harrisburg

- Well-maintained, 3-story masonry building overlooking the Susquehanna River
- Five (5) year lease renewal starts January 1, 2019
- No deferred maintenance and on-site parking available
- Signed Confidentiality Agreement needed for additional information



Price Reduced

Portfolio of 4 properties; 3 existing buildings and 3 acre vacant parcel

### Sale - 5620-5630 Derry Street, 5650-5670 Lancaster Street, Harrisburg

- Investment Analysis available with signed Confidentiality Agreement
- Stable income from strong credit tenant and tremendous upside from the vacant 3 acres that can accept additional office/commercial buildings
- High visibility and excellent parking

## Commercial Listings



62,621 SF

### Sale - 2801 North Third Street, Harrisburg

- Stunning landmark in the City of Harrisburg available for sale
- The Zembo Shrine Center was beautifully constructed with the Moorish Revival style architecture and has been well-maintained throughout its years



34,450 SF

### Sublease - 4856 Carlisle Pike, Mechanicsburg

- Attractive, updated showroom space with a warehouse area and a large open area located on the second floor
- Located in the Hampden Center in Mechanicsburg
- Warehouse area has two 10' x 10' overhead doors



specifically interpersonal interactions, on that awareness. Feeling you are emotionally safe at work is essential for employees to fully actualize their potential. If you feel you can be authentic and that you'll be supported and heard, you are probably more likely to make contributions that benefit you as an employee and your company as a whole. The Substance Abuse and Mental Health Services Administration, or SAMHSA, addresses emotional safety and EQ in depth on its website and possible work outcomes with a favorable environment. Some of those outcomes include: increased job satisfaction, greater productivity, more effective handling of workplace conflict and higher employee morale. SAMHSA indicates 80-90 percent of workplace competencies are not cognitive, meaning a greater emphasis on intra- and interpersonal interactions.

I've worked in various for-profit and nonprofit environments in my life, and I can personally speak to the challenges employees can face if they don't feel they can be real. Two experiences immediately pop into my mind. In the first one, I was working at a nonprofit for a person whom I shall describe as difficult. She did not create an environment in which I felt I could ask questions or offer comments. It was very much a "my way or the highway" type of atmosphere. One day, a man in some sort of mental distress entered our office. In hindsight, I now realize he was showing signs of schizophrenia. My boss was talking with her boss when the gentleman walked in and they began engaging him in conversation. They began to make jokes and comments in such a way that indicated they were making fun of him. He was too oblivious to notice, but I did. I did not have the courage to speak up to their mistreatment and tried to do what I could to help. After he left, they continued to laugh at him. I felt like crawling under my desk. I've since taken responsibility for my lack of action, and I've often wondered what could have happened had I felt emotionally safe enough to address the situation. Had I felt more empowered, how would that situation have changed?

In the second instance, I was working as a journalist and the company for which I worked was huge, but had a small-town feel. Everybody knew everybody else, and gossip reigned supreme. I tried my best to stay out of the fray, and for a time, that was easy to do because I was working crazy, 12-14 hour days. Then I was promoted and found myself staying in the office more, exposing myself to constant conversation about anything and everything. The office wasn't emotionally safe, and it didn't take me long to realize that if they were talking about everyone else, there'd be nothing stopping them from talking about me. So, the less information I provided, the less likely I would become a target. The environment contributed to my stress load.

(Continued on page 4)

## Commercial Listings



### Lease - 1421 N. Third Street, Harrisburg

- Great leasing opportunity in completely renovated and updated building in the heart of thriving Midtown Harrisburg
- Neighbors include HACC Technology & Trade Campus, Susquehanna Art Museum, Midtown Cinema, Broad Street Market, The Midtown Scholar Bookstore (two blocks away), Millworks, Yellow Bird Cafe and much more



### Sale - 3424 N. 6th Street, Harrisburg

- Gorgeous cafe with original charm
- The beautifully decorated restaurant has great seating options, including a courtyard and a large commercial kitchen
- Recently updated, the second floor apartment allows for the Owner to stay on-site or for additional income



### Sale - 110 Altoona Avenue, Enola

- Freestanding commercial building with good visibility
- Property has been well-maintained over the years and offers an open floorplan which allows for a variety of uses
- The previous use was a daycare

(Featured article...Continued from page 3)

Since those experiences, I've had the good fortune to work in places that were quite opposite to the two environments stated above. I've learned how to assess whether a workplace is an emotionally safe environment. Here are some useful signs I've noticed:

• **Supportive and Communicative Leadership:** Leaders who possess these qualities are confident enough in their own abilities to allow for their employees to share triumphs and challenges. They have an open-door policy when it comes to communication and are not threatened by questions. They provide sound reasoning for decisions other than the typical comment, "Just do it because I told you so." They root for their employees and push them to grow. Leaders lead by example and don't hesitate to do themselves what is being asked of employees should the task require them to do so.

• **Zero Tolerance for Gossip:** An environment in which you're afraid to express yourself for fear of being the hot topic at the office water cooler is one that is emotionally unsafe. Talking about people behind their backs is just not nice. Gossip destroys trust between employees and leadership. If you have an issue with someone, follow your employer's protocol for conflict resolution.

• **High Degree of Positive Interpersonal Interaction:** Do people greet each other in a warm and friendly manner? Do people encourage each other? Does the office engage in team-building or similar activities? If you've answered yes to those questions, then you're most likely in an emotionally safe environment. In most of the places I've worked, including where I am now, there has been a high degree of employee morale because people took the time to treat each other like human beings. They found time to have fun while working. If you like and enjoy the people with whom you work, you will feel safer opening up to them and showing your true self.

• **High Degree of Mindfulness and Sensitivity:** We each have our own struggles, and you just never know what challenges someone has faced. You should keep in mind that you don't completely know someone's story, which may include traumatic incidents, and an emotionally safe workplace is sensitive to that by encouraging mindful communication. That means being careful with humor, which carries the high risk of offending someone. It also means zero tolerance for comments and behaviors that indicate harassment, sexual or otherwise.

• **Easy Access to Community Resources:** Does your office have an Employee Assistance Program (EAP)? An emotionally safe environment promotes the mental and emotional well-being of its employees and having an EAP accomplishes that goal. An EAP is a voluntary, confidential and solution-focused resource for employees to use who are struggling with mental or emotional concerns related to their work or personal lives. Some EAPs are provided in-house while others are provided by a third party. Typically, there are limits on the number of counseling sessions offered before a referral is made to another resource. EAPs aren't meant to be a permanent solution but rather a bridge from the crisis to a workable resolution.

American psychologist Abraham Maslow created a pyramidal "Hierarchy of Needs" that outlined certain requirements that humans need to have met before they can achieve their fullest

(Continued on page 6)

## Commercial Listing



### Sale - 5 N. Market Street, Duncannon

- Prime retail/commercial space in the Borough of Duncannon
- Former bank boasts a notable exterior facade and a clean, functional interior with vault
- Call for additional details to view floorplans and schedule a tour

## Office Listings



### Lease - 1301 Colonial Club Drive, Harrisburg

- Office space just off Linglestown Road with good parking and signage
- The office space is bright and consists of private offices, an open area (for conferences or cubicles), a kitchen and plenty of storage
- 29+/- Parking spaces available



### Sale/Lease - 2151 Linglestown Road, Harrisburg

- First floor condominium in the Saratoga Office Center now available
- Currently built for a medical user, but would work well for other office users
- Located close to Colonial Park, Downtown Harrisburg and all Interstate Highways in the general area

# Seeking New Articles



The Bill Gladstone Group of NAI CIR is looking to fill editorial content in our quarterly magazine and monthly newsletter publications for the 2019 calendar year.

## What Are We Looking For?

Industry related articles that our readership of over 4,500 business decision makers and industry leaders would benefit from reading in print and online through social media. Articles are typically 1,200 – 1,500 words and include an author bio, headshot, and mentioning of your company.

**Topics Can Include:** Finance, development, law, architecture, technology, engineering, environmental, wellness, current trends, security, business operations, and much more.

## Need Assistance With A Topic?

We can suggest one that would be a good fit for your expertise.

**Contact:** Leah Wentz (717) 761-5070, ext. 116 or [lwentz@naicir.com](mailto:lwentz@naicir.com).

Please forward this information to any colleagues you feel could be a good fit for our publications as well. We look forward to hearing from you!

# Office Listings



## Lease - 208 N. Third Street, Suite 400, Harrisburg

- Completely renovated and updated suite on the 4th floor
- Historic building faces the Capitol Complex with great window lines
- Downtown amenities are just a few steps away and parking is a block in every direction



## Lease - 30 N. Third Street, Harrisburg

- 1,443 - 20,112 SF contiguous available in Class A office building
- Skywalk to Strawberry Square, Walnut Street garage, Harrisburg Hilton, Whitaker Center, etc.
- This building is Energy Star Certified and utilizes the latest energy management systems for optimal energy efficiency



## Lease - 3780 Trindle Road, 2nd Floor, Camp Hill

- Centrally located on Trindle Road, this building has great visibility and excellent access
- The second floor suite features three offices and reception area
- The property is very well-maintained and the furniture in the suite is available for sale or it can be removed



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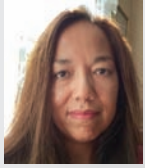
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(Featured article...Continued from page 4)

potential. The lower the need is on the pyramid, the more basic and essential the need. Safety is listed as second to the bottom. If you're in a place where you feel safe, encouraged, needed and supported, you will feel freer to express yourself, take risks, make contributions and help others. And that is an employee benefit we could all use. ■

References available upon request.

### About the Author:



Lori Peters is a National Certified Counselor, Certified Clinical Trauma Professional, and writer who works as an outpatient and school-based counselor for TrueNorth Wellness Services. You may contact her at lpeters@truenorthwellness.org. TrueNorth Wellness Services is a trauma-informed care agency that has been providing our communities with Counseling Services, Residential Services, Autism Services, Emergency Crisis Services, and Education and Prevention programs. For more than 40 years, TrueNorth has been inspiring hope and healthy living through behavioral health and wellness services one person at a time.



3,000 - 4,403 SF

### Lease - 24 Northeast Drive, Hershey

- Functional, single-story office building in prominent Hershey location
- Perimeter window line can be expanded to suite tenant's specs
- 35+/- Parking spaces in-common with all tenants in building, and over 100 parking spaces available



2,746 SF

### Lease - 3425 Simpson Ferry Road, Camp Hill

- One suite available
- Office area has great perimeter window lines designed for professional users
- Ample parking on-site and easy access to Route 15, Route 581, and the PA Turnpike (I-76)
- Amenities close by including banks, restaurants, shopping, and convenience stores



1,304 SF

### Sale - 4825 E. Trindle Road, Mechanicsburg

- Various opportunities exist at this location
- For the office user, the building lays out well for a small professional/business office
- For an investor, there is an acre of land for a potential larger office or construction of multi-family units behind the office building

## Office Listings



266 - 5,260 SF

### Lease - 415 Market Street, Harrisburg

- Attractive office spaces at the Harrisburg Transportation Center
- In walking distance to all the downtown restaurants, amenities, and Riverfront Park
- Located in Technology Corridor Enterprise Zone



500 - 5,074 SF

### Lease - 1801 Oberlin Road, Middletown

- Charming three-story stone structure with professional office tenants
- Convenient access to both Harrisburg and Lancaster
- Easy access to Harrisburg International Airport



Price Reduced

3,600 SF

### Lease - 4386 Sturbridge Drive, Harrisburg

- Class A office space for medical or professional use
- Space in shell condition, ready to accept a build-out designed to suit tenant
- Located along Route 39 with access to amenities such as lodging, eateries, gas, banking and all major transportation corridors

## Featured Land



### Lease - 8001 Grayson Road, Harrisburg

- 2.25 Acres available at high profile and convenient location along Route 322 with access from Grayson Road
- Several opportunities for redevelopment
- Building size(s) is (are) flexible

## Industrial Listing



### Lease - 1261 Claremont Road, Carlisle

- Small office and warehouse space available for lease
- Warehouse has drive-in door (8' x 10') and features plenty of on-site parking
- Claremont Road is just moments from Route 11/I-81 interchange

## Land Listings

Location	Acres	Zoning	Type
370 W. Main Street, Leola, Lancaster County	1.3 - 2.8	General Commercial	Sale/Lease
Allentown Boulevard and N. Hershey Road, Harrisburg, Dauphin County	1.35 (1 lot)	Business Enterprise District	Sale
Bent Creek Boulevard, Lot 2, Mechanicsburg, Cumberland County	2.02	Community Commercial	Lease
7700 Derry Street, Harrisburg, Dauphin County	2.12 (lot 4)	Commercial District General	Sale
<b>Price Reduced</b> - I-81 and W. Trindle Road, Carlisle, Cumberland County	2.18 (2 parcels)	Commercial Highway	Sale
<b>Price Reduced</b> - 100 Narrows Drive, NEC of US Route 422 & Narrows Drive, Lebanon	2.2	Commercial	Sale
8001 Grayson Road, Harrisburg, Dauphin County	2.25	Commercial	Lease
7700 Derry Street, Harrisburg, Dauphin County	2.3 (lot 8)	Commercial District General	Lease
2600 Delta Road, Brogue, York County	2.5	General Commercial	Sale/Lease
St. Johns Road, Camp Hill, Cumberland County	3.05	General Commercial District	Sale
Peters Mountain Road & River Road, Halifax, Dauphin County	5.1	None	Sale
700 S. Baltimore Street, Dillsburg, York County	5.23 - 57.5	Agricultural - Conservation (AC)	Sale
Eisenhower Boulevard, Harrisburg, Dauphin County	5.39	Commercial General	Sale
W. Suncrest Drive and Spring Road, Carlisle, Cumberland County	6.72 (5 parcels)	Commercial/Light Industrial	Sale
1706 Good Hope Road, Enola, Cumberland County	6.78	Office Park	Sale
<b>Pending</b> - Lancer Street Extended, Harrisburg, Dauphin County	7.52	Medium Density Residential (R-2)	Sale
<b>Pending</b> - 503 Jonestown Road, Jonestown, Lebanon County	7.91	Commercial	Sale
Route 441 and Orchard Drive, Harrisburg, Dauphin County	8.34	Single Family Residential District	Sale
<b>Price Reduced</b> - 730 Limekiln Road, New Cumberland, York County	8.64	Commercial Business	Sale
1900 State Road, Duncannon, Perry County	9.46	Commercial	Sale
Carlisle Pike (Route 11) Waterford Square, Mechanicsburg, Cumberland County	9.6 (11 lots)	Community Commercial (C2)	Sale
Eisenhower Blvd & Highspire Road, Harrisburg, Dauphin County	10	Commercial District General	Sale
Route 75 & William Penn Highway, Mifflintown, Juniata County	11	Industrial Commercial	Sale/Lease
Gettysburg Pike & Spring Lane Road, Dillsburg NWC, York County	14.92	Commercial	Sale
<b>Price Reduced</b> - Allentown Boulevard, Harrisburg, Dauphin County	17+	Commercial Highway (CH)	Sale
3050 Heidlersburg Road, York Springs, York County	18.16	Highway Commercial	Sale/Lease
349 Pleasant View Road, New Cumberland, York County	45.48	Commercial Business	Sale
Linglestown Road, Harrisburg, Dauphin County	61.55	Agricultural Residential	Sale

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## Check Out Our Recent Deals

Visit [www.billgladstone.com](http://www.billgladstone.com) to view listings not included in this issue.



### SOLD - Spring Lane Road & Gettysburg Pike, Dillsburg (SWC)

Harry H. Fox, Jr. purchased 14.68 acres of land located in York County. The Bill Gladstone Group of NAI CIR handled the transaction.



### SOLD - 211 House Avenue, Camp Hill

211 House Ave, LLC purchased a 40,104+/- SF two-story investment property located in Cumberland County. The Bill Gladstone Group of NAI CIR facilitated the transaction.



### LEASED - 10 N. Progress Avenue, Harrisburg

Lantino Connection, LLC purchased 2,622 SF of office space located in Dauphin County. The business is a marketing and communications agency. The Bill Gladstone Group of NAI CIR handled the transaction.