



POSITIVITY BOOST

Relationships



KEYS TO A POSITIVE RELATIONSHIPS:

- Utilize all four directions of relationships.
- Be sincere.
- Demonstrate competence.
- Embody integrity.

High-value relationships are important because at the very least they make our day-to-day experiences with others more positive, and at the very most they provide valuable social support to catch us when we're experiencing low points in our lives.

FORMULA FOR SUCCESS

We could be the most knowledgeable and skillful people in our trade, but if we haven't learned how to demonstrate genuine care and respect for others then no one's going to care what we know or what we can do for them.

“The most important single ingredient in the formula of success is knowing how to get along with people.”

— THEODORE ROOSEVELT

REFLECTION

How have your relationships contributed to your experiences at work, home, the community, and beyond?

THE RELATIONSHIP COMPASS

At its core, relationships are all about influence—the people we influence and the people who influence us—and we can think of the nature and direction of our relationships like the four directions of a compass. We have our relationships with Peers, Leaders, Followers, and with ourselves.

1. Peers

If we think of the directions of a compass, our relationships with peers run east to west. These relationships are an important part of growing into who we are most meant to become because peers can relate to us in a way that few others can.

Peers may be defined as those of a similar age, but they may also include people who share a common interest, belong to the same club, perform the same kind of work, or who are generally at the same kind of skill level as you in a certain area.

Finding at least one peer that we can confide in can do wonders for enhancing our resilience to facilitate positive experiences.

2. Leaders

Heading north on the compass, are the relationships with leaders or mentors. These relationships are important because these are the people who have been where we are and are now where we most want to go.

Leaders may be defined as a parent, grandparent, or aunt or uncle; maybe they are respected business people in the community; maybe they're a boss or supervisor; or they may even be a celebrity of some kind, someone who's made it to the top of their field, in a field that we most hope to succeed in.

“One of the best ways to elevate your character immediately is to find worthy role models to emulate.”

— EPICETUS

3. Followers

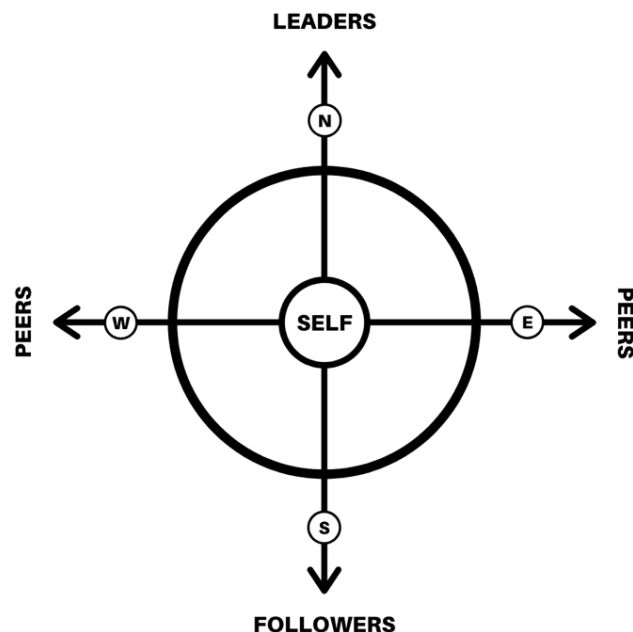
Heading south on the compass are the relationships with followers, with the people we mentor. These relationships are important because they provide us with an opportunity to “pay forward” our knowledge, skills, and resources to people who are just starting out.

Just as others helped us when we were just starting out, adding value to others by sharing our passion and wisdom with them can do wonders not only for enhancing their resilience, but our own resilience as well, conspiring together to facilitate positive experiences.

4. Self

And lastly, the very center of the compass is your relationship with yourself. This is perhaps the most important relationship of all, because no matter where you go and no matter what happens in life, the only person who will always be there for you, is yourself. This relationship is at the very center of the compass because it is the foundation for all other relationships.

In every moment we are somewhere inside this compass, and when we decide we want to be mindful and facilitate positive experiences—for ourselves, our peers, leaders, and followers—then we can see that every moment is as an opportunity to take out our compass and assess the direction of our influence and work to create high value relationships.



REFLECTION

How have your own relationships contributed to your experiences? In what area would you like to work to improve your relationships?

THREE RELATIONSHIP QUESTIONS

In every relationship there are three core questions that need to be answered, and when we can answer these questions affirmatively and demonstrate the answers, then we are able to lay the foundation for positive relationships. These questions are:

1. Do you care about me? *This is the sincerity question.*
2. Can you help me? *This is the competence question.*
3. Can I trust you? *This is the integrity question.*

Asking ourselves the questions “Do I care about this person? Can I help them? Can they trust me?” as we begin to forge a new relationship can have a profound impact on the quality of the relationship. Here’s how these questions can be applied to develop high-valued relationships:

1. Sincerity

It’s been said that people won’t care how much we know until they know how much we care, and that’s why the question “Do You Care About Me?” is the first relationship question, because it demonstrates sincerity. When we can answer this question affirmatively, we demonstrate our sincerity in not only that we care, but why we care.

2. Competence

“Can You Help Me?” is the competence question, and it isn’t so much a question of technical skill or intellectual knowledge, as it is a question of our ability to set aside our differences and with humility work together in harmony with the nature and direction of our relationship. When we can answer this question affirmatively, we demonstrate our competence in being of service.

3. Trust: Integrity

And finally, “Can I Trust You?” is the integrity question. This is about how our actions express our inner values; when what we do reflects who we are. When we can answer this question affirmatively, we demonstrate that we can be trusted because of our integrity, because what we say dances in harmony with our values, and our values dance in harmony with our actions.

PRACTICES

To help you and the people you influence develop high-value relationships, here are three positivity practices that you can try:

PRACTICE #1

Be Likeable

There is a fine line between seeking likability to achieve a higher purpose and seeking likability to feed “approval addiction,” but with the right intentions likeability can be a powerful tool for connecting with others.

Choosing to be likeable is perhaps the most influential factor in working with others. Simply put, if people like you they will listen to you, and if they don’t then they won’t. So the question becomes, how do we demonstrate care and respect to foster likeability? One way is by asking questions.

PRACTICE #2

Be Curious

Asking people questions is not only a great way to get to know them and their perspective, but it also communicates that you are genuinely interested in them. This involves honestly listening to the answers you receive and it also involves asking some self-reflection questions.

- Do you feel what they feel?
- Do you see what they see?
- Do you know what they know?
- Do you want what they want?

Asking questions of this quality puts us in the mindset of seeking to serve rather than to be served. And one way to do that is to be humble.

PRACTICE #3 *Be Humble*

Humility is often associated with weakness, however it's more correctly understood as a strength for those confident in their abilities and to use those strengths for the benefit of others in pursuit of a higher purpose. Humble people don't think less of themselves; rather, they simply think more of the higher purpose and the needs of others to fulfill that purpose. When we make others look good by facilitating opportunities for their best selves to shine, we become much more likable and opening the door to making valuable connections with others to achieve more than we could ever do apart.

FINAL THOUGHT

The happiest and most positive people are those who have developed high value relationships with others, providing valuable social support as we work together to facilitate positive experiences for ourselves and those we influence. This is not always an easy task, but it is a worthy one, and to get started, try The 101% Principle:

***Find the 1% that you have in common with others,
then give that common ground 100% effort.***



REFLECTION

- 1. Do you have solid relationships that span all four directions of the relationship compass? In what area of your life do you have the best relationships? In what area could use some work?*
- 2. How might you show others that you care about them?*
- 3. How can you demonstrate to others that you can be of service?*
- 4. How will you embody trust?*

KEY INSIGHTS

DATE: _____

..... MY NEXT STEPS

PRIORITY	ACTION	COMPLETED	RESULT
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

What mindset will you use to stay Engaged?

What talents, skills, knowledge, information, or interests do you need to stay Empowered?

What reminders will you use to stay Encouraged?

How will you experience more Enjoyment?

How are you preparing yourself to achieve Excellence?

YOUR FACILITATOR



Jonas Cain is Positivity Consultant, Learning Experience Designer, and Facilitator of Fascination, helping emerging leaders and their influencers gain clarity, confidence, courage, and joy in their life, work, and relationships.

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