



Lesson #11
**Critical People:
Assess 4 Relationships**

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This Week's Objective

We are going to find four people who orbit in through your life and build your relationship with each of them.

People people who need people ...

Making things happen at work is not about the tools or the material or even the nice desks and cool phones you may have. It is about the *people*. Business happens between humans, or aliens posing as humans, and the one-on-one interaction is critical.

This week is for you to focus on who those relationships are and how they are working. Rather than “fixing” something that is broken, you will be looking at this in a positive sense. You will be identifying what is working great, and how you can reinforce it. (We will put the task of addressing the not-so-swell relationships in the subsequent series.)

Start with a list of the victims

List those people in the workplace that you would consider critical to you getting your job done. These can include direct reports, co-workers, bosses, support personnel, customers, colleagues, or people you depend on for something. Narrow it down to the top FOUR.

These four people are:

- | | |
|----|----|
| 1) | 3) |
| 2) | 4) |

For each relationship, describe the condition of how you are presently working together.

Some examples may be:

Completely critical, don't know what I would do without her, we are constantly discussing our interactive tasks, our strengths are understanding each other's needs.

Or

I so value him and wonder why I don't call upon his talents more. His strength is being able to understand my situation and give me guidance.

Description of present relationships, include strengths

Person 1 _____
name here

Person 2 _____
name here

Person 3 _____
name here

Person 4 _____
name here

Now also, consider your wonder woman strengths

Use the list of feminine leadership strengths to draw into this picture as well. (Ref lesson 2, and I listed them below as well.) Review each of these, **then** see if there are additions you may want to add to the previous page.

For example: You work extensively with Rich, and often your strength in the relationship is sensing undercurrents in situations. You make observations and he always shows an appreciation for it, then taking it to action on something you both need to do about it. This makes your relationship strong.

Another example: Anne is a natural mediator, as well as an experienced one. You 2 are often in settings where mediation techniques or thoughtfulness about managing others' conflicts are a valuable thing to keep in mind. You often call upon Anne's opinions for appeasement of the situation. Huge help! (In this case it is the strength of Anne perhaps more than you, but maybe she brings out the mediator in you as well.)

Inspiring
Mediating
Listening
Sensing Intent
Sensing Undercurrents
Empathizing
Interpreting
Emotional Intelligence

Involving Others
Building Relationships
Collaborative Mindset
Multi-Tasking
Big Picture Thinking
Planning
Keeping Perspective
Social Equality

Helping it endure ... time for a warm, fuzzy ...

And now, find some time to give each of the 4 feedback on the relationship, how you appreciate it, and articulating the strengths so that they are acknowledged.

If you need help on format, you may want to refer to some of the positive feedback covered in Lesson 9. This, too, is about positive feedback, but it is more targeted at the relationship rather than a particular action that the person exhibited.

As you do this, take in how it feels and what the other person's reaction is.

BTW – this effort does not have to be a long, emotional interlude. Some of you will feel as if you are more comfortable approaching it if you know it can be quick and straightforward.

CHICK CHECK

A few questions to validate your feminine approach to this week's assignment.

What, if anything, held you back?

Was it difficult for you to talk about relationships?

My Ongoing RINGY-DINGY List

Items that come up throughout the course that you want to remember or task for yourself. Your "short list" of things that are working best for you or "AHA"s.

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