

# Conversations for Relationship Growth

## 1. *Build a Relationship*

Where you don't know someone very well, and where a bigger relationship would help you achieve your Future

- What do they care about?
- What do they want to create, that matters to them – what are they 'up to'?
- Who are they, in and out of work?
- Which are their strongest energies?
- What will success feel like for them
- And let them find out about you

## 2. *Design a Relationship*

Where you know them or have worked together before - and need to scope out a relationship to achieve a specific Future together

- In light of our new/changed shared vision/mission/opportunity/challenge
- Before we get sucked into task
- How do we want to be together?
- What do you need from me to be your best?
- What do I need for you to be my best?
- How will we support AND challenge each other
- How will we work together
  - What will we keep from before
  - What will we need to change/improve
  - Hard – plans meetings roles etc
  - Soft – how to give feedback etc

## 3. *Repair/Clear up a Relationship*

Where there has been an 'upset' in the past that is constraining the relationship (which you probably both know) that will inhibit the size of your results (which they may not be aware of).

- Express in a nutshell, state of the relationship, impact for you (and probably for them)
- Own your part in the upset, including that you've held onto it for a long time (if so)
- Succinctly and genuinely apologise for your part (no more – no less)
- Say clearly you want to put that behind – for you both and move forwards
- Confirm they do too?
- So, how do we want to be/work together to achieve desirable futures for us both
- (proceed to explore the territory of 'Design' shown above)
- Include how if the trigger/causal factors of the original 'upset' should repeat how you will BOTH choose a more productive response

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