

*Part 2 of the example of our Effective Relationships Series - How to work with a direct who is a High C, if you are a High D. This cast is the second of four casts on High D Bosses working with a High C direct.*

Building effective relationships Principles for effectively co-governing natural resources. Summary of what we learned about building effective relationships 2. The objectives and aspirations of parties can evolve. Effective relationships help parties respond to changing circumstances. Having people who value relationships involved in co-governance helps to build mutual respect and trust. This allows parties to have the difficult conversations they need to ensure that they have a shared understanding of what they are trying to achieve and compromise when they have to. Instead, parties need to find what works for the particular circumstances and to recognise that those circumstances can evolve. When setting up and operating environmental projects, the parties should focus on principles that will support successful co-governance and co-management. Successful co-governance takes time and commitment 2. Good relationships take time to nurture. We consider that effective relationships help parties respond to those changing circumstances. Effective relationships support co-governance 2. As one participant pointed out: So each party understands who you are and what you are about. These relationships can be slow to build, because the parties often have different perspectives, aspirations, and are sometimes dealing with historical grievances. In some instances, we were told that the relationship between iwi and local authorities before the projects were set up was fraught or non-existent. As one interviewee said: At the end of the day, you can have all the arrangement you want € it comes down to the quality of the people. Respect and trust enable the parties to have difficult conversations that are needed to ensure that they have a shared understanding of what they are trying to achieve. In some instances, this resulted in court action see paragraphs 3. At the heart of many of these co-governance projects was a desire to develop a working relationship, in particular between iwi and local authorities. We discuss this in more detail in Part 3. Co-governance built on principles 2. Parties need to find what works for their particular circumstances. We have identified some principles that are helpful in setting up and operating co-governance arrangements.

**Chapter 2 : Part 2: Building effective relationships – Office of the Auditor-General New Zealand**

*Part 2 of an example of our Effective Relationships Series - How to work with a boss who is a High I, if you are a High C. This cast is the second of four casts on High C Directs working with a High I Boss.*

Photo by Paul Shanks. Both the quantity and quality of time we spend together influence the well-being of our marital friendships. Spending time apart participating in other activities also influences the well-being of our relationships. How we think and talk about money, our spending habits, and our ability to budget, invest, and plan for the future impact couple financial management processes and practices. Couples must talk about many health-related issues, including nutrition, exercise, illness, disease, accidents, health care, mortality, and death. Because men tend to be more task-oriented in their communication styles and women tend to be more process-oriented, men tend to want to solve issues immediately, while women tend to want to talk about them more and come to a consensus about what should be done. How children develop physically, socially, emotionally, intellectually, and spiritually are often topics of discussion. Couples often talk about situations and circumstances surrounding the interactions they have with their closest relationships. What do couples communicate when they are communicating? Loyalty and fidelity are aspects of commitment and trust. An ability to negotiate conflict and a positive outlook about the future of the relationship are also components of trust. The social, intellectual, emotional, spiritual, and physical connections we make with each other determine the levels of intimacy we experience in our relationships. What do couples argue about? Because the items listed above are some of the major topics couples talk about, it follows that they are also the same topics that can spur disagreements. For instance, it is a familiar joke that people can have difficulties in their relationships with in-laws. Control and power are highly associated with the topics couples argue about. Indeed, control and power issues are the foundation of most conflicts. Typically, one person or each person is bent on having his or her own way. The saying "my way or the highway" is a common phrase used by someone with an inflexible perspective. If we see an issue one way and expect everyone else to see it the same way we do, then we are more likely to try to exert power and control over others and sway them to our perspective. He and his colleagues have pinpointed nine skills that, if learned, can help couples communicate more effectively. Tracking how we are regularly implementing the 9 Skills is an important way to measure our commitment, trust, and intimacy in our relationships. Table 2 provides a way for you to do just that. At the end of each day e. Post your tracking sheet in a prominent location. When you succeed at implementing these 9 Skills consistently, you can then better help your partner and children learn how to implement these skills successfully. Implementing the 9 Skills will definitely help you be more satisfied happy in your relationships.

**Chapter 3 : Building Great Work Relationships - From [www.nxgvision.com](http://www.nxgvision.com)**

*Watch the first young man to walk in - he's wearing a muscle shirt. Try to determine which skills he is using to offset the pressure from his friends.*

Email 8 Tips for Developing Positive Relationships By building positive relationships with others, we will be happier and more fulfilled and feel more supported, supportive, and connected. March 21, Lorri Freifeld By Liggy Webb The most important single ingredient in the formula of success is knowing how to get along with people. Positive and supportive relationships will help us to feel healthier, happier, and more satisfied with our lives. So here are a few tips to help you to develop more positive and healthy relationships in all areas of your life: Accept and celebrate differences. One of the biggest challenges we experience in relationships is that we are all different. We can perceive the world in many ways. Certainly a stumbling block that we come across when we try to build relationships is a desire or an expectation that people will think like we do and, in this way, it is so much easier to create a rapport. Life, however, would be very dull if we were all the same and, while we may find it initially easier, the novelty of sameness soon would wear off. So accepting and celebrating that we are all different is a great starting point. Listening and understanding what others communicate to us is the most important part of successful interaction and vice versa. Active or reflective listening is the single most useful and important listening skill. In active listening, we also are genuinely interested in understanding what the other person is thinking, feeling, wanting, or what the message means, and we are active in checking out our understanding before we respond with our own new message. We restate or paraphrase our understanding of their message and reflect it back to the sender for verification. This verification or feedback process is what distinguishes active listening and makes it effective. Give people your time. Giving time to people is also a huge gift. Technology has somewhat eroded our ability to build real rapport and we attempt to multi-task by texting and talking at the same time. Being present in the time you give to people is also important, so that, when you are with someone, you are truly with someone and not dwelling in the past or worrying about the future. The connection we make with other people is the very touchstone of our existence, and devoting time, energy, and effort to developing and building relationships is one of the most valuable life skills. Develop your communication skills. Communication occurs when someone understands you, not just when you speak. One of the biggest dangers with communication is that we can work on the assumption that the other person has understood the message we are trying to get across. It also can have a positive effect on morale when it works well and motivates individuals to want to come into work and do a great job. By now, pretty much everyone has a mobile phone and many people have two or more. While they are a lifesaver in an emergency, and an effective tool for communication, they also can be a complete distraction when people exhibit a lack of mobile phone etiquette. Learn to give and take feedback. Feedback, in my opinion, is the food of progress, and while it may not always taste great, it can be very good for you. The ability to provide constructive feedback to others helps them to tap into their personal potential and can help to forge positive and mutually beneficial relationships. From your own personal perspective, any feedback you receive is free information and you can choose whether you want to take it on board or not. It can help you to tap into your blind spot and get a different perspective. Learn to trust more. A long time ago, my brother and I had a philosophical debate about what was more important in a relationship—love, trust, or passion. I was a lot younger and more naive then and caught up in the heady rollercoaster of sensation seeking. I have grown to understand, however, that trust is hugely important in any relationship. There is a great expression that I learned a long time ago: Every relationship we have can teach us something, and by building positive relationships with others, we will be happier and more fulfilled and feel more supported, supportive, and connected. Quick Tips Ensure that the relationship you have with yourself is a positive one. Accept and celebrate the fact that we are all different. Actively listen to hear what other people have to say. Develop and work on your communication skills. Manage mobile technology and be aware of its pitfalls. Learn to give and take constructive feedback. Open your heart and find the courage to trust. Learn to be more understanding and empathetic. Treat people as you would like to be treated

## **DOWNLOAD PDF PART TWO : EFFECTIVE RELATIONSHIPS.**

yourself. Liggy Webb is a specialist in the field of modern life skills. She has researched and developed a range of techniques and strategies to help individuals and organizations to cope more effectively and successfully with the demands and challenges of modern living. Special hotel rates are available for attendees, book your room today! Need training on Articulate Storyline? Start with Fundamentals and then take Next Level Design.

### Chapter 4 : Emotional Intelligence Part 2: Developing Relationships | Rady School of Management

*Effective Relationships are made possible by truly understanding key formulas for powerful communication (personally or professionally)!*

In other words, that we create connections with nonchurched people. We can engage nonchurched people in many ways, including our human care activities e. I find that congregations are very busy planning, organizing, and doing things to engage people. The problem is that many of the things that we are doing as outreach are not outreach at all – and they are certainly not effective outreach. Instead, we end up attracting and engaging church people. There is certainly nothing wrong with church people engaging other church people. Outreach always involves engaging nonchurched people. Effective outreach always involves creating connections with nonchurched people – engaging them in ways that enable us to continue contact with the nonchurched people we engage through our outreach ministries and activities. It simply involves asking people to provide their contact information. What does matter is that we are intentional about asking for it. Gathering contact information from nonchurched people should be simple, natural, and voluntary. We need to ask, not insist. We should let people know that we are asking for it so we can stay in touch with them. And then not act surprised when they give it to us. Many people want to be connected to a community of caring people. They will be glad to give us their contact information. Are we doing any of this? How well do our existing outreach activities create connections with nonchurched people? What can we do to improve this? What are we currently doing to gather contact information from nonchurched people who participate in our outreach activities? What are we doing with that information?

**Chapter 5 : Effective Outreach, Part 2: Effective outreach creates connections with nonchurched people**

*Effective relationships help the parties to check, formally or informally, whether the co-governance arrangement still meets the parties' needs and is fit for purpose. As well as being important to the success of co-governance, effective relationships are an achievement in themselves.*

Cleanliness Saucha reminds us to take care of both our physical body and our mind by coming to our yoga mats regularly to practice, speaking the truth compassionately, and consuming healthy, natural, and nourishing foods. After all, our body is our temple, right? Another key aspect of this niyama is the practice of purity in thought, word, and action: Applying this your relationships: Saucha asks us to practice mindfulness, compassion, and self-love, to be present in the moment to experience the emotions that come and go with each breath. Such emotions can be damaging to our relationships, particularly if we tend to project them onto those closest to us. Saucha asks that we surround ourselves only with people and environments that are pure and that help us grow. Sometimes this means being honest with ourselves and moving away from unhealthy relationships and friendships as necessary. Contentment This is the ultimate rule to truly living in the moment. Santosa offers us the opportunity to practice letting go of the need to plan ahead, and to enjoy every moment as it arrives. We spend huge amounts of time worrying about what comes next. Applying this to your relationships: Many of us are guilty of always looking to the future for our happiness. For instance, many of us believe that if only we were in a relationship or had a certain thing we wanted, things would be better, and by doing so, we totally deny ourselves the ability to create our own happiness, right now. Santosa asks us to be content in ourselves, our own growth, and our own journey. Being mindful of the present moment can help bring true contentment, which in turn brings happiness. With happiness comes everything else. Remember, happiness is inside job! Tapas is the disciplined practice of controlling our energies toward an intentional goal that makes us shine. When we are intentional with our thoughts, actions, and words, we burn away bad thoughts and habits that deter us from being the very best that we can be. Honest communication forms the basis of any healthy relationship. Self-Study Svadhyaya encompasses mindfulness and self-reflection, the journey of self-study and self-discovery. Life gives us endless opportunities to learn about ourselves. Our flaws and weaknesses allow us to grow, and our mistakes allow us to learn. Once we truly know ourselves, the better we become at controlling our actions, thoughts, and emotions—allowing our false beliefs to be loved away. Svadhyaya also extends to formal and informal studies for the purpose of self-improvement such as reading this article! Spend time to get to know yourself, and prioritise learning about what serves you best. All too often in life we change our plans, our goals, our dreams, either for someone else or for something else. Have a relationship with yourself and become the most authentic version of you before inviting someone else into your world. Only upon this journey into yourself can you move forward to become the person you were intended to be. Devotion to God This niyama encourages us to dedicate our energy and devotion toward the idea of something bigger than us, the universe, or maybe even ourselves. Patanjali never named a particular God in the Yoga Sutra, so make your choice accordingly. Isvara Pranidhana reminds you that this higher force is all around you as well as within you, and is a way to focus our meditation and realize that we are all one. Surrendering to this devotion lets us connect with our purest self. In this place, love has space to take root, grow, and be shared, helping us move away from selfish behaviors. The five niyama fosters love and honesty, as well as a yearning for knowledge, growth, and happiness within us, leading us closer to living our fullest life while being our most authentic, most fabulous selves!

**Chapter 6 : The Yoga of Relationships Part Two: The Niyama | DOYOUYOGA**

*3 Build Effective and Meaningful Relationships in the Workplace 4 Importance of Relationships in the Workplace Trust, teamwork, communication and respect are keys to effective working relationships.*

This column will discuss and explore the next three Traditions. Each member should be autonomous except in matters affecting the other person or the couple as a whole. We usually argued about the route the other chose, and arrived at the meeting frustrated and disconnected. But the point was, we arrived at the meeting – whether we went south, then west, or west, then south – either way, we arrived at the meeting. Autonomy means self-governing, and this Tradition suggests that I get to be self-governing except in matters affecting the other person or the couple as a whole. Once the other person or the couple as a whole is affected, we really need to return to Tradition 2 and have a group conscience, or to Tradition 1 and strive for unity by placing the common welfare first. Just living the Traditions, by surrendering being the dictator. Of course, the opposite is also true. In situations where I am asked for my opinion or preference, I have a responsibility to make the autonomous decision that is being requested, and in so doing, surrender people-pleasing. Failing to practice this Tradition, over time, breeds irritation, bickering, and separation. Each member of the couple has a primary purpose – to carry a message of love and tolerance, mercy and compassion to each other and to themselves, especially when either is suffering. We sacrifice or surrender being judgmental. I remember Nancy coming home from work frustrated and exhausted, walking in the door, slamming it, throwing her stuff down and sighing. Once I saw her suffering, I immediately had this Tradition to guide my behavior – stop judging her, and bring love and tolerance to the suffering alcoholic. That was not too hard because of how much I loved Nancy. What was hard was to learn to see my own less-than-ideal behavior as suffering, and let go of the self-judgment and bring love and tolerance to me as well. One of the things that helped was the realization that being compassionate to others, but not to self, was not a compassionate stand. It was also invaluable for me to learn to replace judgment – of self and of others – with its opposite, mercy. Judgment comes from the head, mercy from the heart; judgment wounds, mercy heals; judgment separates, mercy unites; and judgment is touching pain with fear, mercy is touching pain with love. This is actually my favorite Tradition, and has, I believe, created the greatest change in my behavior and in my relationships of all of the Traditions. The couple ought never let problems of money, property or prestige divert them from their primary purpose. We sacrifice or surrender being materialistic and egotistical. Professionally, I am a hospice nurse, and work bedside with dying patients and grieving families, and have done so for over a quarter century. I am at the top of my field, and am often asked – and paid – to speak nationally to groups of others who do the same work. I tried to say it was about earning extra money when the opportunity arose, and it was, in part. But, it was also about my ego and the prestige of being recognized as a national expert. However, each time I flew to a convention or gathering to speak, it was time away from Nancy. And in truth, the relationship suffered. I failed to bring balance to my choices, and let my desire for more money, more recognition, and more prestige cloud my priorities. Of course, as soon as I started practicing a more balanced and selective approach to these choices, I reduced my time away from home, got to enjoy the company of beloved Nancy, and found a little more humility and greater opportunity to renew. Balance, for me, was the key. In the meantime, practice the first six Traditions and see how your relationships change for the better.

**Chapter 7 : FCS/FY 9 Important Communication Skills for Every Relationship**

*Playing Your Part 2 Workplace Relationships 2 looks at effective workplace relationships. When in the workplace, getting along with you can play your part in.*

What helps build relationships? Often the simple, human exchanges affect the quality of relationships. The school has a very strong and valued kapa haka group that my child is part of. This is consistent with ERO findings. For example, staff worked with: They can also organise and run events, such as Matariki celebrations. We were told that these events had helped build relationships by getting people into the school. The and ERO review reports of this school acknowledged the kapa haka competition, as well as a range of initiatives by the school. For example, people with those skills had helped with leadership and governance. They had also helped to prepare policies and procedures, and put them into practice. Four of the 15 schools we visited did not have any such relationships and told us that this was a problem for them. Two schools had not contacted local iwi because they did not know how to find out who they are. I think the school is trying hard to implement te reo and culture into the school but there is limited support in the community. This is effective and efficient for iwi and the schools. Open and honest communication 2. Schools should view communication with parents as an important part of their role. I am continually informed about what is going on. I know the school is committed to student achievement. This has improved my confidence in communicating to the teacher and feeling I will be heard. The school keeps me informed about my child, and improving outcomes for my child. Staying at the school is not encouraged. Teachers listen to what I have to say, but whether they act on it is another matter. Communication is always on short notice from the school. The school is not interested in what I have to offer as a parent. They have had one hui in the past four years. Taking a flexible approach 2. Being flexible is also important. For example, teachers at some schools told us that simply greeting and smiling at parents helped make parents feel more comfortable walking through the school gate. Staff considered that these things helped improve engagement. National Administrative Guidelines set out desirable principles and expectations about how schools are administered. We do need to do extra work on policies and informing our parents. Our issue is getting parents into the school to attend meetings. We include excerpts from two of them to show that a simple approach can be used. The Principal must retain and develop the special partnership between the College, families, local parishes, contributing schools, and interact with groups outside the school community which have contact with the College. The document included these statements: To ensure [the school] fulfils its obligation under the Charter and under the Treaty of Waitangi, and the requirements of Ka Hikitia. The school will provide a welcoming atmosphere for all parents, caregivers and guardians reflecting the needs of all cultures. But a wonderful and strong group of hard working teachers. There are good policies on the whole, where there are policies applying to all students. I think this is a great shame, as so much more can be done. Education Review Office , Partners in Learning: Good Practice, page 18, Wellington. Good Practice, page 26, Wellington. Good Practice, page 28, Wellington. Education and Science Committee July , Inquiry into engaging parents in the education of their children, page 20, available at [www. National Education Goals](http://www.national.govt.nz) set out government policy objectives. National Administrative Guidelines set out statements of desirable principles of conduct or administration of schools. The quotes are taken from [http:](http://www.ero.govt.nz)

**Chapter 8 : Use the 12 Traditions to Improve Your Relationship – Part 2**

*Effective interpersonal work relationships form the cornerstone of success and satisfaction with your job and your career. How important are effective work relationships? They form the basis for promotional opportunities, pay increases, goal accomplishment, and job satisfaction.*

Develop positive relationships with the individuals you interact with at work to make your job more enjoyable and productive. These connections could also serve as future references or contacts in your career. People you have a working relationship with include coworkers, supervisors and people you manage, as well as clients, service providers and professional colleagues. Strong working relationships take time to mature, so focus on being consistent and dependable. **Develop Trust** Develop trust by guarding confidences and not gossiping. Keep your appointments and do your work well. This demonstrates that others can count on you. Follow through on your promises. Take responsibility for your mistakes, rather than casting blame on someone or something else. Integrity is central to trust. Be fair and honest in all your dealings. Share resources and information with coworkers. Promptly return materials you borrow. **Work With Your Team** Collaborate with coworkers in a group project. Exchange ideas and be willing to change the way you usually do a task. Give credit to others for their contributions. Provide constructive criticism and request feedback on your work. Do your share of the work. Volunteer to take on challenging assignments. Incorporate fun activities and icebreakers into team projects so that members get to know each other better. Be an encourager by praising the successes of others and by inspiring them to achieve more. **Communicate Well** Improve your communication skills by listening attentively to others and speaking clearly. Let others know that you value their opinions. Maintain eye contact during conversations. Provide your calling card to clients, service providers and other professionals so they can contact you. **Be Respectful** Show respect for others. Be interested in the perspectives of other workers, and be willing to examine viewpoints that are different from your own. Share your own perspectives in a courteous manner. Avoid telling lengthy personal stories and sending emails unrelated to work. If you work in a shared office space, limit personal phone calls and distractions such as radios. Maintain a professional and courteous attitude.

Chapter 9 : 8 Tips for Developing Positive Relationships | Training Magazine

*Ten Elements of Effective Relationships 10 things couples do right. made love to because we keep those two things separate, either by default or by design. as a whole and making that.*

How good are the relationships that you have with your colleagues? According to the Gallup Organization, people who have a best friend at work are seven times more likely to be engaged in their jobs. Gallup found that people who simply had a good friend in the workplace are more likely to be satisfied. Why Have Good Relationships? Human beings are naturally social creatures – we crave friendship and positive interactions, just as we do food and water. Good working relationships give us several other benefits: Good relationships are also often necessary if we hope to develop our careers. We also need good working relationships with others in our professional circle. Customers, suppliers and key stakeholders are all essential to our success. Defining a Good Relationship There are several characteristics that make up good, healthy working relationships: Trust – This is the foundation of every good relationship. When you trust your team and colleagues, you form a powerful bond that helps you to work and communicate more effectively. Working together, you can develop solutions based on your collective insight, wisdom and creativity. Mindfulness – This means taking responsibility for your words and actions. Welcoming Diversity – People with good relationships not only accept diverse people and opinions, but they welcome them. For instance, when your friends and colleagues offer different opinions from yours, you take the time to consider what they have to say, and factor their insights into your decision-making. The better and more effectively you communicate with those around you, the richer your relationships will be. All good relationships depend on open, honest communication. Where to Build Good Relationships Although we should try to build and maintain good working relationships with everyone, there are certain relationships that deserve extra attention. These are the people who have a stake in your success or failure. Forming a bond with these people will help you to ensure that your projects and career, stay on track. To find out who these people are, do a Stakeholder Analysis. Clients and customers are another group who deserve extra attention. Think of the last time you had to deal with an unhappy customer ; it was probably challenging and draining. Although you may not be able to keep everyone happy percent of the time, maintaining honest, trusting relationships with your customers can help you to ensure that if things do go wrong, damage is kept to a minimum. Good relationships with clients and customers can also lead to extra sales, career advancement, and a more rewarding life. Finding This Article Useful? Develop Your People Skills Good relationships start with good people skills. For instance, how well you collaborate, communicate and deal with conflict. This self-test will point you to tools that will help you to deal with any weaknesses that you have. Identify Your Relationship Needs Look at your own relationship needs. Do you know what you need from others? And do you know what they need from you? Understanding these needs can be instrumental in building better relationships.