

FIVE PRINCIPLES FOR HUMAN RELATIONS SUCCESS

Steps for Thriving in Constant Workplace Change

These five principles are grounded in concepts of social and emotional intelligence and emphasize breaking through repetitive no-win cycles to overcome workplace relationship challenges.

- 1. If it isn't reciprocal, it's not a relationship.**
 - a. If you are both benefiting from the relationship it's worthwhile to nurture and grow it.
 - b. Some relationships may not appear reciprocal, but in fact, there may be an unseen benefit. Explore.

- 2. Successful relationships are built on mutual respect and trust.**
 - a. Relationships thrive when boundaries are clear.
 - b. Relationships grow when the interaction is transparent

- 3. Ask yourself, what really matters right now?**
 - a. If wanting to be right, if criticizing, blaming or making the other person wrong is important, then, you are coming from an ego place where there is no room for win-win. How is leading with ego serving the relationship? Make the choice that serves the relationship.

- 4. Relationships expand when individuals develop their interpersonal skill.**
 - a. People skills, conflict management skills and influencing skills are critical for maintaining rapport, developing others, and your continued career success.

- 5. An attitude of gratefulness has a profound impact on relationships.**
 - a. It's been documented that people experience a sense of well-being and appreciation for others when they are intentionally grateful.

Most of us live much of our life in the past, believing we are living in the present. No matter how hurtful or "wrong" we find certain people's actions to be, it is possible to view each person as acting from a place of "positive intention," or at least, consider that potential. The key in this regard is recognizing that often times we attempt to fulfill positive intentions by implementing lousy strategies. We can forgive ourselves for our dreadful strategies. But can we forgive others for theirs?