

RELATIONSHIP DESIGN EXPLORATION

AND POLAR BEARS AND PENGUINS

This tool is about taking responsibility for relationships within your leadership team and/or functional team that could be healthier and thus more productive.

The designing of a relationship can happen at any time and will tend to shift over time and need to be revisited regularly. Whether you intentionally design or not, designing is happening, so you may as well be intentional about it! Relationships are custom-designed to meet the particular needs of the individual(s)/team(s) involved. All parties are intimately involved in designing the relationship that will be most beneficial for the greater good.

The steps:

Do the quick self-assessment in the context of relationships within the leadership team. This assessment can be performed on any relationship of two or more people.

Instructions:

Please evaluate the statements honestly and objectively. Don't agonise over your responses—your initial “gut feel” is usually best. Use the scale below to indicate how each statement applies to the relationship your are assessing. Use the full range of the 1—5 scale

Rating Scale: 1—Never 2—Rarely 3—Sometimes 4—Usually 5—Always

#	STATEMENT	Rate 1-5
1	We are comfortable openly sharing without the need to defend.	
2	We take responsibility for our impact on one another.	
3	We can be ourselves without judgement or repercussions.	
4	We hold the focus on our organisation's mission and vision under all circumstances.	
5	We are open about things that are important to the success of our organisation, no matter how controversial it is.	
6	We are committed to taking as much time as possible to engage in deep dialogue.	
7	We take time to celebrate the successes of the team and individuals within it.	
8	We listen to each other with genuine curiosity.	

Total score:

SCORE	STRENGTH OF THE RELATIONSHIP
HIGH (30 AND ABOVE)	You have created an environment where vulnerability and openness for the betterment of the organisation are a norm.
MEDIUM (26 TO 29)	You need to get more comfortable in embracing the rules of engagement.
LOW (25 AND BELOW)	Your relationship lacks necessary levels of openness and vulnerability and keep reading the book!

If your assessment is in the “Low” or “Medium” score then follow the steps on the following page.