**RELATIONSHIP AGILITY Timeline– For Ripple – Weds. April 14, 2021**

W/ Jeremy & Cynthia Loy Darst

**8:30AM** Welcome! Opening question that they answer in Chat….

**8:35AM Set Context for this session > Relationship Matters.**

Now that so much of our world is virtual, how do we create and/or strengthen relationships with coworkers, or anyone?

Now more than ever, it’s easy to get in the habit of communicating with each other tactically, keeping the focus on the task at hand. While that is understandable, it does not create the most effective work environment.

Based on the research of John Gottman and many others: Overall positivity makes a difference. Not only in the culture and atmosphere, also in the bottom line.

**8:40** **Poll: What are some elements of the best working relationships that you have had?**

(We could do this in Chat or do a Poll)

(Connection, safety, trust, playfulness/humor, curiosity, talking things through, sharing ideas, etc.)

Conversation with them and each other: Why did those things matter?

Creating and making deposits into an “emotional bank account.”

Context on Listening and really hearing another person…

**8:50AM** **Levels of Listening: Levels 1, 2 & 3**

Level 1: Self focus – “My idea”

Level 2: Hard focus on another person

Level 3: Global focus/energetic awareness

(Demo: Have someone share about something going on in their life. Call on people to interact from L 1,2,3.)

**9AM - Listening Triads?? Practice and debrief?**

**9:15AM Using Listening in Relationship:**

In a relationship-oriented culture, it is important to be liked. Often this has us not speak up or acquiesce – to our boss, partner, etc.

When we feel safe and in relationship, we are able to ask questions, talk things through, offer a different point of view or something that hasn’t been considered.

**CONCEPT: Taking your own side/Taking another’s side**

**Taking your own side:** What are your Level 1 thoughts about the topic (whatever you are talking about)? What are your ideas? What do you want or need?

**Taking another’s side:** Find out how it is for them (Listen L2). What are their thoughts about the topic? Their ideas? Interests? Concerns? What’s important to them?

**Coming back to your side**: Look deeper. What else is there? What other information are you noticing now? What haven’t you asked for? What other thoughts do you have?

In one way, this can look very simple and obvious. We all know the idea of trying on someone else’s perspective. It’s one thing to understand it intellectually, it’s another to bring true curiosity and awareness to the conversation.

Example: Let’s go out for BBQ – Cynthia & David’s story.

How might you use this with someone else?

**9:30AM** (We could do Dyads…or we could have two people who would be willing to model it as we walk them through it…OR we could demo it ourselves.)

**Breakout – DYADS? Have them plan an event together/Dinner out during CoVid?**

1. Get in touch with “your side.”
2. Each express “your side” AND listen Level 2 for the other’s side.
3. With that information, explore your side more fully. What else is there on your side that your partner might need to know?
4. From listening, reflecting back, and creating a shared understanding – How would you move forward now?

**9:45 Debrief**

**9:55 Wrap:** In the chat > What will you put into practice after this session? Or, What are you taking away with you from this session?