



## Individual/Team Relationship Assessment

### Description

The *Relationship Assessment* tool is used to diagnose the strength of professional relationships. It can be used to assess either individual or team relationships. The tool focuses on these broad aspects of relationship:

- Openness
- Mutuality
- Trust
- Listening
- Integrity

Insight gained from your assessment can be used to more effectively design an alliance with others.

### Instructions

To use the tool:

1. List the name of the individual or team your are assessing.
2. Think about each aspect of the relationship. Questions are provided to trigger your thinking.
3. Mark the rating scale according to your assessment of the relationship's strength in each category overall.
4. List examples that come to mind that influence your rating.
5. Based on your ratings and examples, think about what you would like to experience MORE or LESS of in this relationship, and indicate what you or others could do to make that happen.
6. Use this information to help you in designing an effective alliance.



## Individual/Team Relationship Assessment Worksheet

Name of Individual or Team: _____	
<b>Openness</b> <ul style="list-style-type: none"><li>• It is easy to speak openly.</li><li>• We communicate with candor and forthrightness.</li><li>• If something is on our mind, we say so.</li></ul>	LOW HIGH 
<b>Mutuality</b> <ul style="list-style-type: none"><li>• We each contribute to the relationship.</li><li>• There is a give and take.</li><li>• Both speaking and listening happen.</li></ul>	LOW HIGH 
<b>Trust</b> <ul style="list-style-type: none"><li>• I know that what I say will be held in confidence as needed.</li><li>• The other can count on me to maintain confidences.</li><li>• Confidence in honesty is high.</li></ul>	LOW HIGH 
<b>Listening</b> <ul style="list-style-type: none"><li>• We are able to stay focused on the other and listen with full attention.</li><li>• We listen to non-verbal as well as verbal communication.</li><li>• We are able to empathize with one another.</li></ul>	LOW HIGH 
<b>Integrity</b> <ul style="list-style-type: none"><li>• We do what we say we will do.</li><li>• We can count on one another to follow-through.</li><li>• Our actions are aligned with what we say.</li></ul>	LOW HIGH 

**In this relationship, what do I want to have MORE of?**

1. What can I do to create that?

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2. What would I like from him/her/them that would create that?

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**In this relationship, what do I want to have LESS of?**

1. What can I do to create that?

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2. What would I like from him/her/them that would create that?

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