

**Activity:**

# Using EQ to Manage Relationships

People skilled at relationship management build bonds with others, they value teamwork and collaboration, and they are able to handle conflict in productive and thoughtful ways.

1. List your work relationships that feel easy.  
They are productive and collaborative. Why?  
What feels easy about them?
  
2. List your relationships that are challenging.  
These relationships may include people you avoid or dread working with. How aware are you of how your emotions are affecting these relationships?



3. Select one relationship from each list and consider what you need to do to increase the clarity, communication, and collaboration of the relationship. For example, if you select a coworker relationship, what is your understanding of your role in the relationship? What are the current ways you communicate with this coworker? What can you change? What can you do to increase collaboration?

A productive relationship has these three elements:

**CLARITY:** you understand your role

**COMMUNICATION:** you have a regular routine and methods to communicate

**COLLABORATION:** you feel your expertise is valued and encouraged; it's a partnership