



"How do I improve relationships?"

Find a common ground, which is understand what they want and need. Also, find a common ground in your personal lives. Keep in mind there are very real rewards when relationships are working. Strong relationships can put people at ease, open the door for the truth, speed up outcomes and keep things from escalating

Tips:

1. Don't be seen as competitive. Generate possibilities rather than stake out territory or a position. Also be more tentative and open. Emphasize common goals, and problems. Invite criticism with something like, "Why won't this idea work?"
2. Win some lose some. Try not to be too good at winning them all. If you are seen as willing to lose for the good of others, others will return the favor.
3. Self monitor. How often do you take a stand? How often do you make an accommodation statement? What is more important to you the relationship or the issue? Anticipate stressful situations and rehearse you answers.
4. Respect the position. Separate the people from the problem i.e. don't get personal. Respect means not being seen as pushing something on them. Understand their position. Ask lots of questions, before you state your side of the case.
5. Be aware that the least used flow in an organization is lateral exchanges of information and resources.
6. Others influence promotions.
7. Problems with someone? Avoid telling others. Go to the person directly and resolve it. If you are quite you are the problem. They can't read minds. Practice before hand.
8. Influencing without power can come from understanding, which comes from questions. What do they need from you? How does what you do effect them? If there is a negative effect you can't avoid, is there a trade? A common good to be achieved?
9. Are you turned off by them? Find the good and get over it.
10. If there is a maze you can't figure out, figure out who is good at picking their way through the confusion and get help.