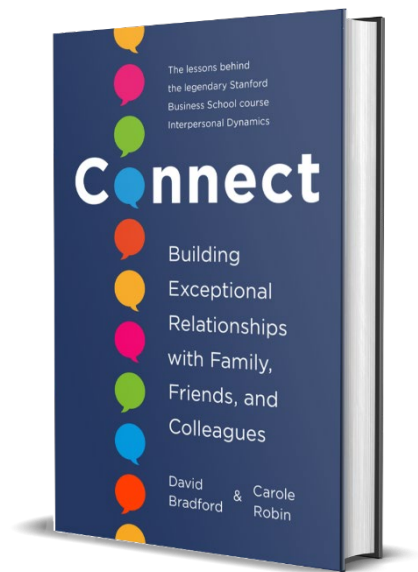


Connect Assessment

The following are behaviors that impact our ability to build strong and robust relationships. Look over them and **select half a dozen that you believe are your strengths**. Then review the list again and **mark the half-dozen that are more difficult for you**.

You might also consider sending this assessment to a family member, a good friend and/or a colleague and see how their view of you compares to yours.

[These dimensions are more fully explored in [CONNECT: Building Exceptional Relationships with Family, Friends and Colleagues](#).]



1. Disclose personal issues that are important to you and your relationship
2. Value your emotions; don't downplay them, or feel the need to justify them or brush them aside
3. Know how to express your emotions in an appropriate way
4. Willing to be vulnerable [including expressing feelings of *hurt, rejection* and being *one-down*].
5. Ask for help when needed
6. Make it easy for others to disclose what is important and personal for them
7. React to others emotional disclosures in ways that invite further disclosure
8. Actively listen; suspend judgement
9. Engage in difficult exchanges with curiosity
10. Show genuine interest and empathy when others share personal issues
11. Hold back from giving advice and trying to solve their situation
12. Ask open-ended questions so that the other can explore their own issues
13. Refrain from trying to dominate; instead focus on working collaboratively.
14. Raise annoyances rather than shoving them under the rug where they can grow and fester

15. Express your annoyance without blaming the other
16. Avoid using humor as “zingers” or a way to “make points” indirectly
17. Use humor to connect with the other and bring them closer
18. Provide feedback that focuses on behavior and its impact on you- instead of making an attribution of the other’s motives, intentions or character
19. Show appreciation/express gratitude to others for what they do or say
20. Demonstrate receptiveness to critical feedback by keeping defensiveness down and not making excuses
21. Respond to other’s defensiveness with curiosity and empathy
22. Treat feedback – whether given or received -- as information, not a demand for change.
23. Try to understand what is going on with the other, especially the other’s position when different than yours during arguments
24. Recognize what hooks you (sets you off) and, when necessary, set it aside temporarily to deal with the main issues
25. See feedback as a gift – to give and receive
26. Be receptive to conflict instead of avoiding it and see it as likely to contain information important to your development and growth of the relationship
27. Believe that the objective during a disagreement is not to win but rather to seek a resolution that meets both of your needs and strengthens the relationship
28. Willing to apologize and say “I’m sorry” when appropriate
29. Pay attention to any needs for repair after a conflict in which the relationship has been strained.
30. Understand what is needed when repairing a relationship.