

Together

RQ.

RELATIONSHIP INTELLIGENCE

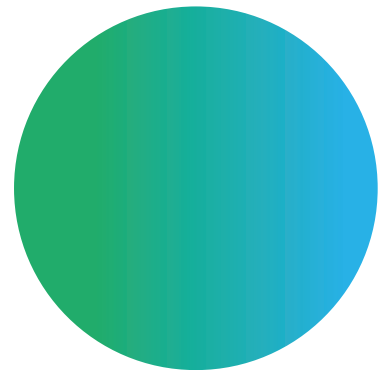
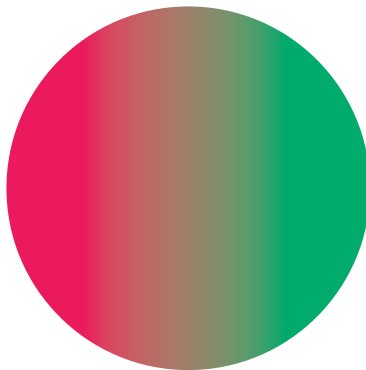
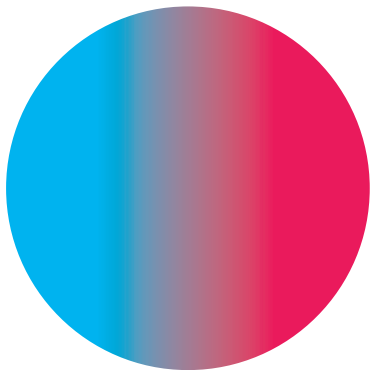
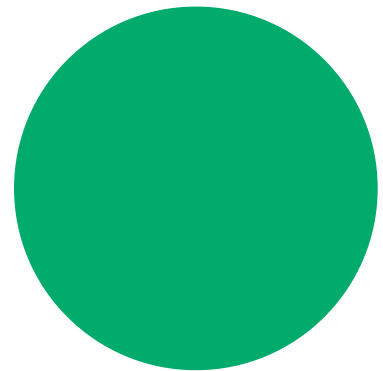
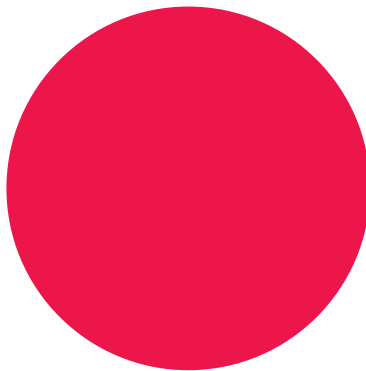
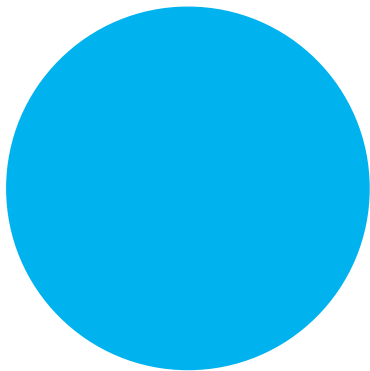
CORESTRENGTHS.COM

TEAM CULTURE

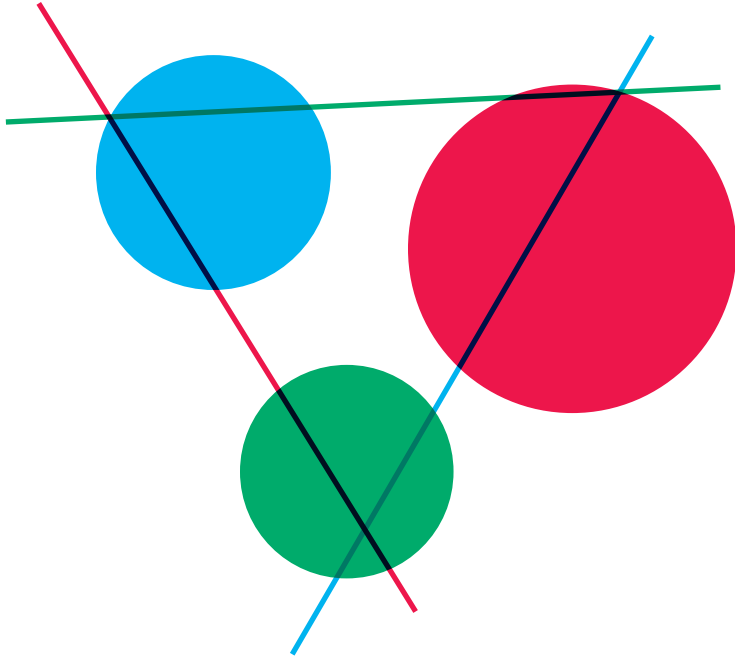
1-1 CHECK-INS

REMOTE MEETINGS

CRISIS MANAGEMENT



The ultimate guide to team relationships in a dispersed, uncertain world.



The future is unknown.
Our opponent is invisible.
We can't predict how and when the markets will rebound.

We don't know what we don't know.
So, how do we get through the uncertainty?

The answer is, together.
For these are the times when the strength of your team
relationships matters most.

This ultimate guide is our gift to help your teams build trust,
resilience, and use their strengths to solve the unforeseen
challenges ahead. Because there's one thing we're certain of –
when relationships work, there isn't a problem we can't solve.

We're in this with you, **together.**

RELATIONSHIP INTELLIGENCE (RQ)

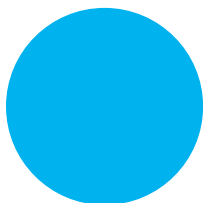
*Insight to adjust your approach
to make interactions more effective.*



We all need each other when times get tough. Talking and active listening builds connection and can ultimately lead to trust and productive action. So here's some tips to help you check in on your colleagues as you find your way forward.

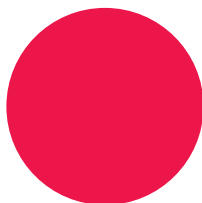
QUICK **RQ** TIPS FOR REMOTE COLLABORATION

Everyone's different. So as you check in on teammates, be mindful of their different motives and values. Here's some quick insight to help you better engage your teams.



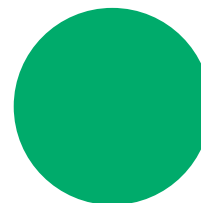
BLUE

Be receptive, open, and genuine. Thank them for their help or contributions. Take the time to ask how they feel about things.



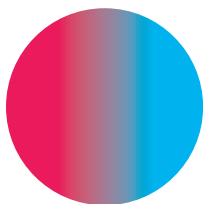
RED

Be energetic, direct, and focused on results. Keep a brisk pace. Always look ahead to what might be coming up next.



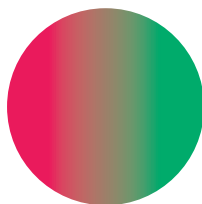
GREEN

Be calm, clear, complete, and correct. Give them time for consideration. Be comfortable with periods of silence.



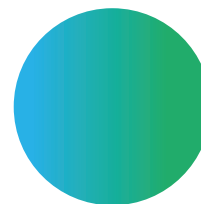
RED-BLUE

Be enthusiastic, considerate of others, and focused on action. Show a sense of urgency when others are in need. Quickly do what seems best.



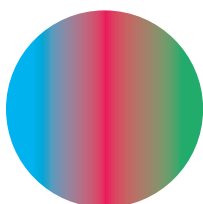
RED-GREEN

Be direct, logical, assertive, and objective. Take time to clarify goals. Move quickly when plans are clear.



BLUE-GREEN

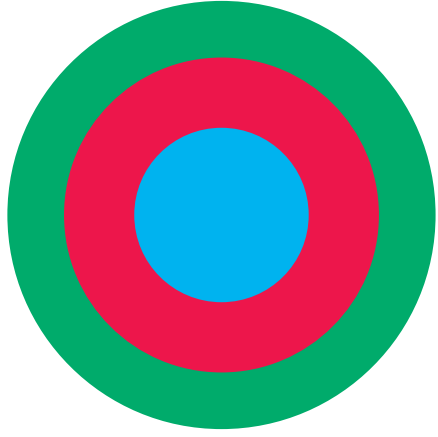
Be calm, caring, complete, and compassionate. Take time to consider the implications of decisions and how they will affect others.



HUB

Allow or encourage moments of fun and spontaneity. Compare diverse perspectives, and don't force a decision unless time is of the essence.

ULTIMATE GUIDE TO TEAM RELATIONSHIPS



*In a world of disruption,
team relationships are not
optional, they're critical.*

*With the stakes so high,
we'd better get them right.*

DR. MICHAEL PATTERSON

VISIBILITY INTO TEAM CULTURE

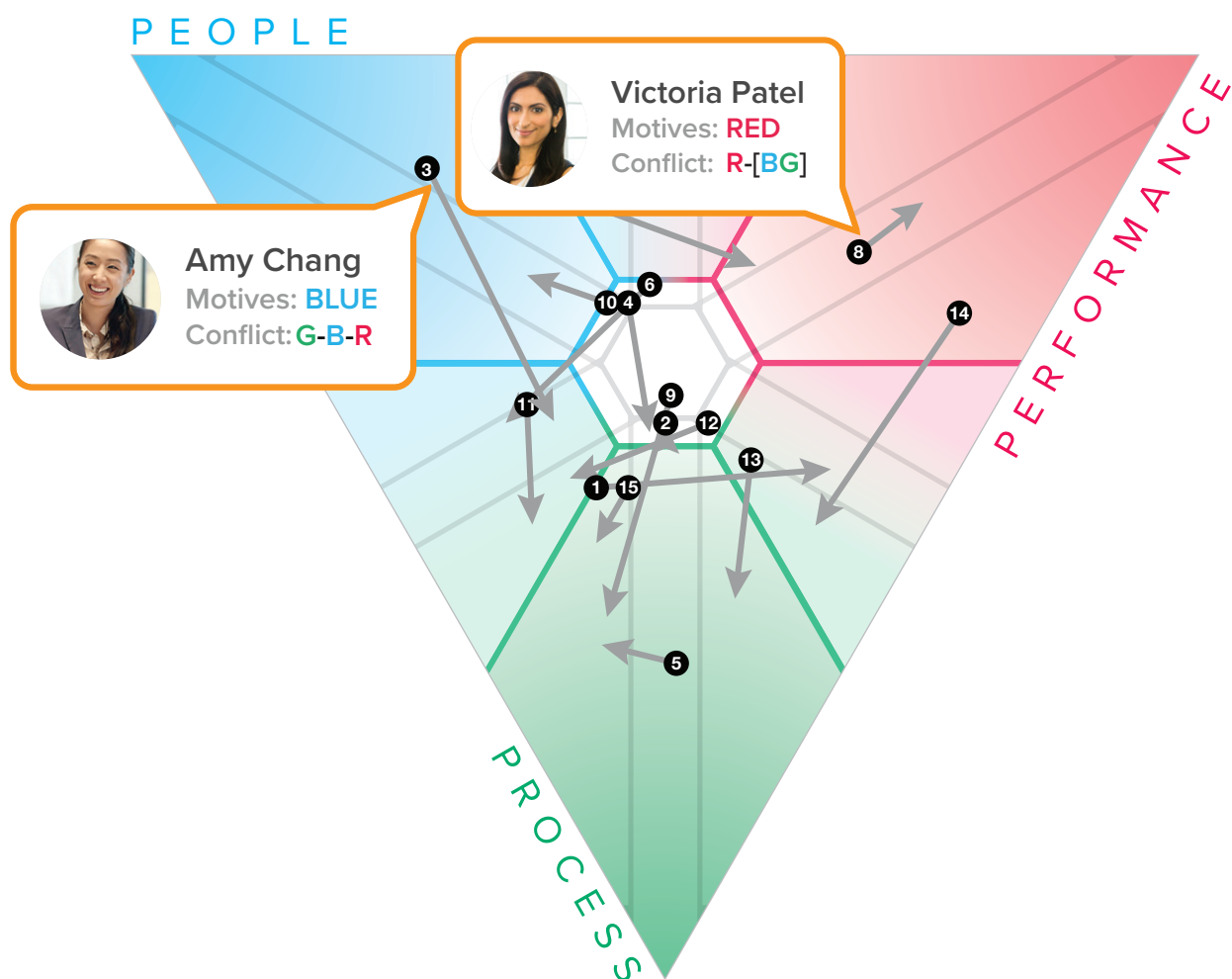
See what matters beneath the surface.



BUILDING A **HIGH RQ** CULTURE

Though we can't meet face to face, we can still give our teams visibility into what matters beneath the surface – our motives and how they change when there's conflict. Create space for discussion to deepen understanding and connection with your team.

01 | Build a team triangle for visibility into your team relationships.



Share your team triangle with the entire team to improve RQ.



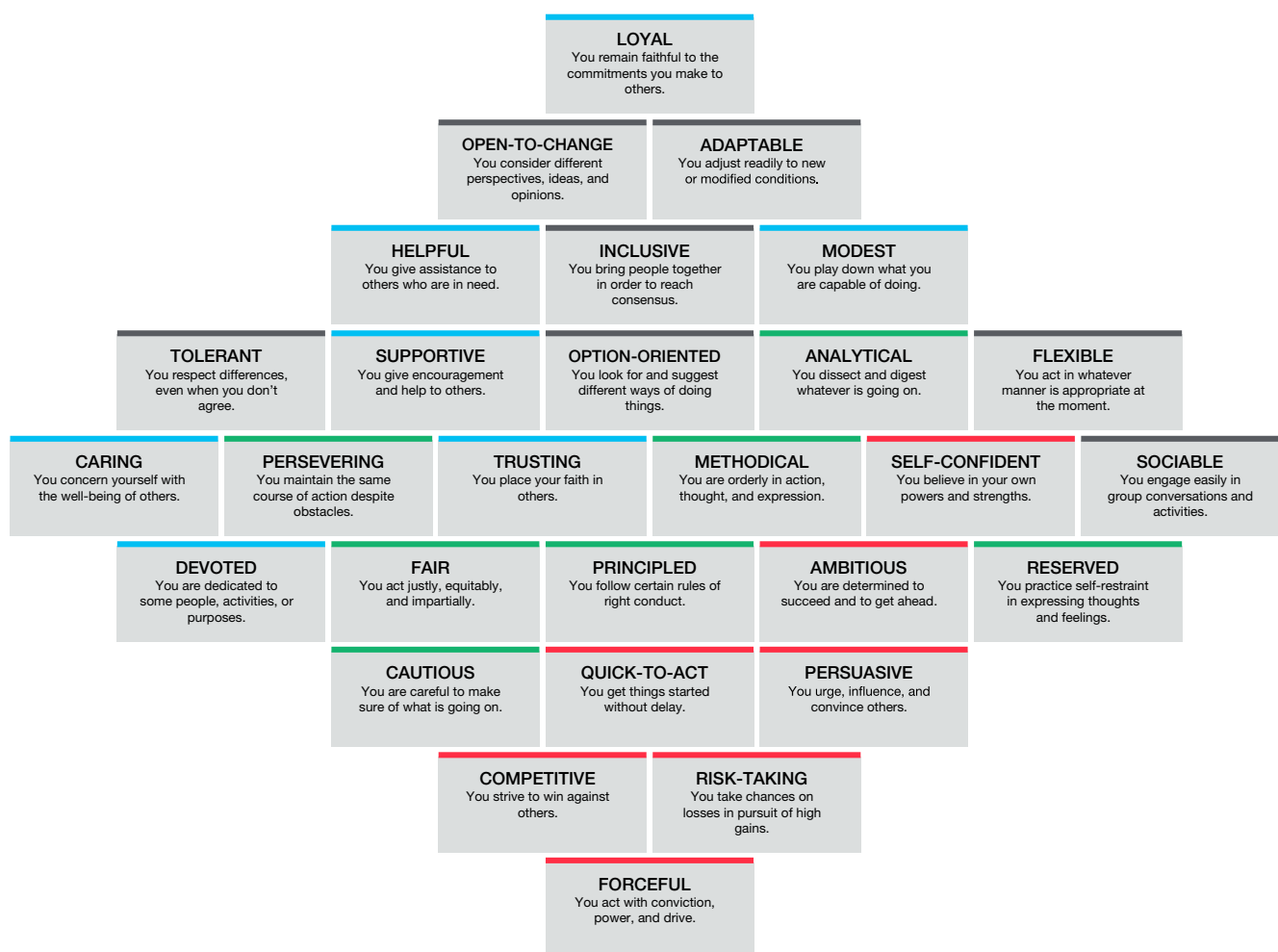
In the midst of uncertainty, the Core Strengths Platform helps you improve collaboration, build resilient teams, and coach for performance. To help get you through this difficult time, ask us about getting 30 days free.

TEAM STRENGTHS REVEAL TEAM CULTURE

Which three strengths do you feel you should be using to best work together and tackle this week's challenges as a team? Collectively agree on those three strengths, and reconvene at the end of the week to discuss how it impacted the outcome.

02 | Build a team strengths portrait to see your team strengths in action.

TEAM STRENGTHS PORTRAIT



This composite view reveals your combined team strengths.

Devoted **PEOPLE**

MODEST

Loyal TRUSTING

SUPPORTIVE

Analytical

PERSEVERING

SELF-CONFIDENT

QUICK-TO-ACT

TOLERANT

INCLUSIVE

PERFORMANCE

Risk-Taking

CARING

METHODICAL

COMPETITIVE

PERSUASIVE

PRINCIPLED

ADAPTABLE

ASIVE

Reserved

OPEN TO CHANGE

FAIR

Ambitious

FORCEFUL

PROCESS

CAUTIOUS

FLEXIBLE

Sociable

OPTION-ORIENTED

HELPFUL

TEAM MEETINGS RE-IMAGINED

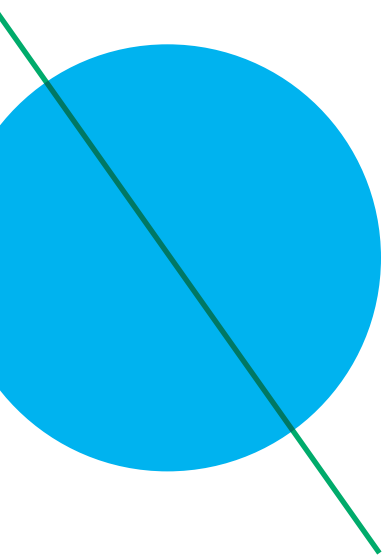
Put relationships at the forefront.



ONE TO ONE MEETINGS

Example questions and topics

1. How have your Motives helped you stay focused and engaged at work this week? What has gone well and helped to feel productive?
2. Which two strengths have you leveraged the most this past week?
And why?
3. Which two strengths do you feel you need to deploy over the next week?
And for what reasons?
4. Have you been in conflict during the past week?
5. What stage (and color) of conflict did you reach?
6. How did you get yourself out of the conflict? (Or are you still in it?)
7. How can we help prevent conflict in the future?
8. What support do we need from each other?



REMOTE TEAM MEETINGS



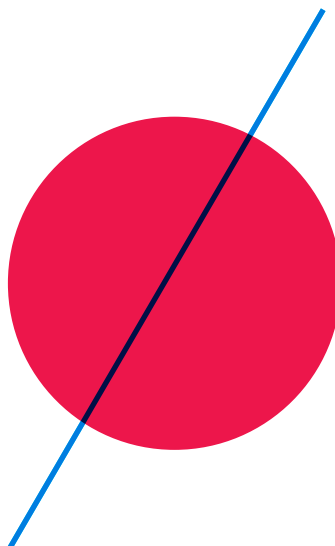
Example questions and topics

1. Before we start today's meeting let's remind ourselves of who's in the room (Motives & Conflict Triangle).
2. Quick personal check-in regarding needs, concerns, well-being, or other topics.
3. Nominate an SDI advocate for the meeting. Their role will be to facilitate a 10-minute conversation using the Team Triangle:
 - How well did we collaborate today?
 - Did everyone feel they were able to contribute?
 - What could we have done to get a greater contribution – before, during, after?
 - Did anyone feel they were going into conflict at any point?
 - What was the cause?
 - Did anyone feel others were going into conflict?
 - What strengths did we see deployed in today's meeting?
 - Are there any strengths that we need to deploy in future meetings?

REMOTE TEAM MEETINGS

(continued)

4. Refer to the Team Triangle. Discuss how to lead the meeting so that everyone feels empowered to contribute as we solve this week's opportunities together?
 - Show the Team Strengths Portrait. Decide which three Strengths the team feels they should be using to best work together internally. *(Hint: take a poll to get everyone's input.)*
 - Now discuss which three Strengths the team should be using to best work with customers or suppliers. *(These could be different strengths.)*
 - Allow time at the end for the SDI advocate to offer process observations regarding today's meeting.
 - Choose a new SDI advocate for the next meeting.



As we confront a global crisis, we must recognize that each person experiences crisis and conflict in their own way.

The SDI helps us navigate conflict and co-create a productive way forward.

DR. TIM SCUDDER

See **Tim's blog** on helping your teams manage conflict in crisis.



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