



3 Ways To Create Successful Relationships

This article shares three ways to develop successful relationships. Positive, successful relationships assists your teams and staff to develop new ideas, achieve their goals and develop excellence and success in their work.

The three ways described in this article are:

- Listening To Understand
- Helping Them Achieve Their Goals
- Developing Solutions Which Benefit Everyone

Here is a description of each of these three ways to develop successful relationships.

1. Listening to Understand.

Listening to understand is a way of listening which gives you a deeper understanding of the goals of another person or group. It also helps the person or group who is sharing to discover new ideas about their goals and the positive steps that will assist them to create success.

Asking open-ended questions helps you to listen in this way. These are questions which cannot be answered by 'yes' or 'no'. A good example of an open-ended question is 'Can you say more about that?'

Asking this and other open-ended questions invites a team or staff member to explore their ideas and arrive at new and positive solutions in their work.

2. Help Them Achieve Their Goals.

Helping teams and staff to achieve their goals can be a regular practice in your work. Listening to understand is one way to assist them. Another way is to share your knowledge and resources which also helps them to go forward.

3. Develop Solutions Which Benefit Everyone.

Staff and team members may have different ideas about how to achieve their group goals and work on projects together. With the intention to create solutions which benefit everyone, you can create outcomes beyond your initial goals which helps everyone to succeed.

Here are a few guidelines to assist you.

- Create a Positive Solutions Statement about creating outcomes which benefit everyone.
- Develop skills to work through differences constructively.
- Be open to new outcomes which arise naturally from the desire to develop solutions which help everyone.

The following Exercise assists you to create positive relationships in your work.

Creating Successful Relationships Exercise.

1. Choose one of the above three skills to develop during the next 90 days.
2. Write a Successful Relationships Statement. This is a Statement about your ideal relationship with teams and staff members at work. Include the skill you have chosen to assist you.

Here is an example of a Successful Relationships Statement.

My relationships at work are mutually supportive. We assist one another to expand our work in innovative ways. We share ideas together and help one another to go forward successfully. For group projects, we work through our differences and create solutions which help everyone to achieve their goals and create excellence in their work.

3. Make a list of the actions you will take during the next 90 days to develop successful relationships. Include actions to develop the skill you have chosen to assist you.

Actions can be inner or outer actions.

For a description of inner and outer actions, read *Creating A Model Of Success* at <https://oshanasjoyinstitute.com/articles>.

4. Take at least one action each day to create your ideal relationships at work and one action to strengthen the method you are working on to assist you.
5. Revise your actions each week and month.
6. At 90 days, look at your Successful Relationships Statement, actions and results. Continue with this exercise for another 90 days or revise your Statement, method and actions for the next 90 days,

Developing positive relationships is an essential skill for creating success and excellence. Positive, successful relationships help your teams and staff to develop new ideas and expand their work. They assist teams and staff to develop new levels of success which help your company contribute to society in positive ways.

© 2020 Oshana Himot. MBA. All Rights Reserved.

Oshana Himot, MBA, is a speaker and organizational mentor. She works with teams and professionals, assisting them to create excellence and success in their work. Oshana has a Masters of Business Administration degree from Golden Gate University in San Francisco, California and credits towards a Ph.D. in Management from the Maharishi International University in Fairfield, Iowa. She can be reached at: oshana@oshanasjoyinstitute.com.