

Workbook



CULTIVATING WELL-BEING THROUGH REWARDING RELATIONSHIPS

KELLY D. HOLDER, PHD

HELLO THERE,

I've created this workbook just for you for the 2024 SLM Ladies Retreat. This is a labor of love, a simple guide to aid you in exploring the profound intersection between your relationships and your overall well-being.

Within these pages, you'll find the key topics we'll discuss during my presentation, as well as practical tools you can use long after our time together. My heartfelt prayer is that this resource will enrich your life by helping you see the immense value you bring to your relationships, and the boundless goodness you are capable of receiving in return.

I'm truly excited about the time we will spend together at the retreat. When it's over, I hope this workbook becomes a trusted companion you can turn to again and again - a source of wisdom, encouragement and inspiration as you cultivate healthier, more rewarding connections.

Let's embark on this journey of self-discovery and relationship wellness together. I can't wait to share this transformative experience with all of you.

A handwritten signature in black ink that reads "Kelly Holder". The script is fluid and cursive, with the first letters of "Kelly" and "Holder" being capitalized and prominent.

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RELATIONSHIP PROFILE

I AM A...

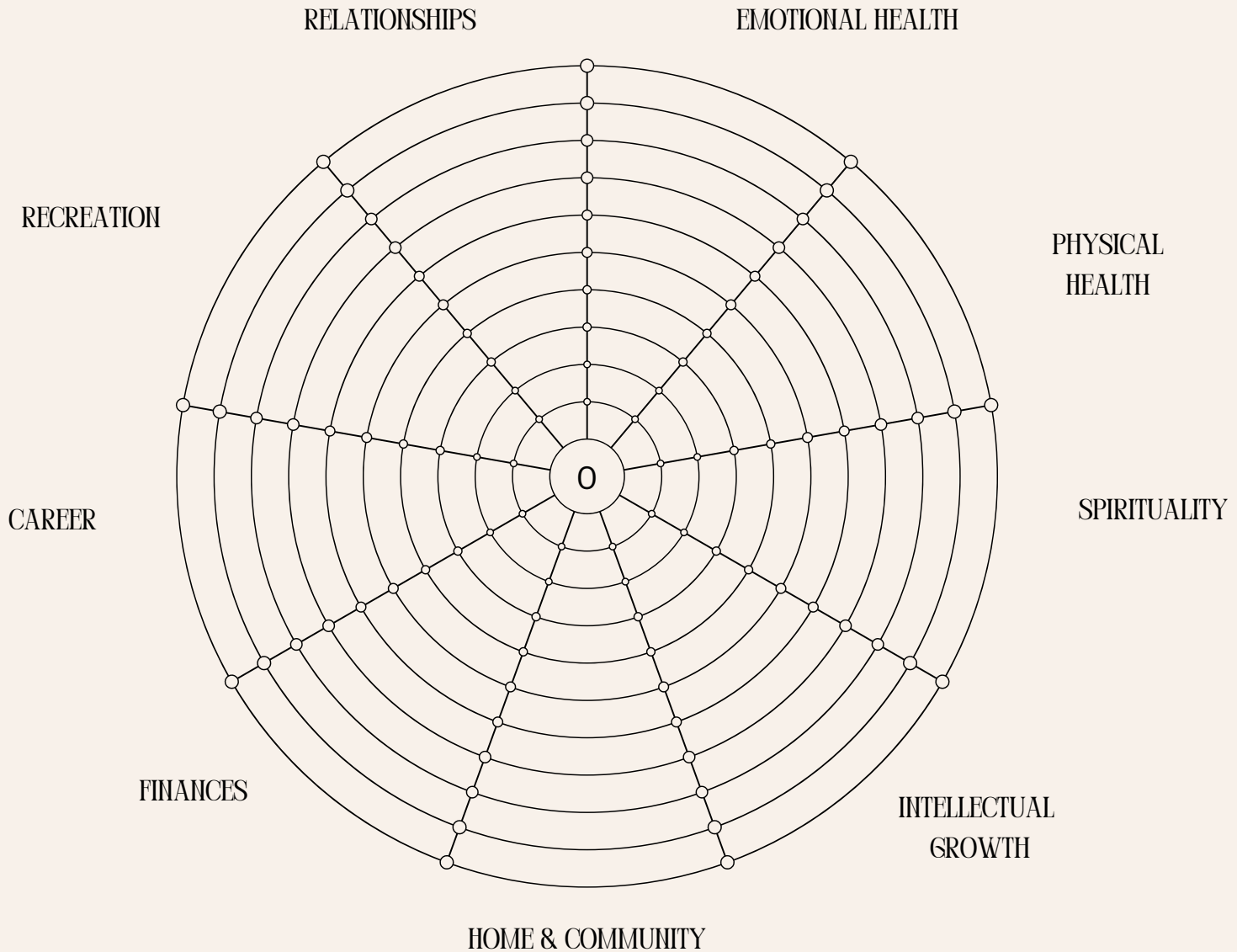
When you stop expecting people to be perfect, you can like them for who they are. ~Donald Miller

*All problems are
interpersonal
relationship
problems.
~ Alfred Adler*



Source: SAMHSA Wellness Wheel. Adapted from Swarbrick, M. (2006). A Wellness Approach. *Psychiatric Rehabilitation Journal*, 29(4), 311–314.

YOUR WELLNESS WHEEL



Score your current level of happiness in each of the sections on this wheel. The scale is 0-10. 0 is your lowest level of happiness and 10 is your highest level of happiness. Fill the corresponding section in. This is your wheel and it can show you quickly what is working and areas where you are desiring more.

KEY:

0 = I am very unhappy with this part of my life.

10 = I am completely happy and fulfilled in this part of my life – there is no room for improvement

A decorative background featuring a warm, beige-toned scene. In the upper left, there are dried, golden-brown grass stalks. Below them, a white ceramic cup is partially visible. The background is softly blurred, creating a serene and textured atmosphere.

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THE MOST MEANINGFUL
CONNECTIONS MAY LAST FOR A
FEW MOMENTS, OR FOR A
LIFETIME, BUT EACH WILL BE A
REMINDER THAT WE WERE
MEANT TO BE A PART OF ONE
ANOTHER'S LIVES, TO LIFT ONE
ANOTHER UP, TO REACH
HEIGHTS TOGETHER, GREATER
THAN ANY OF US COULD REACH
ON OUR OWN.

VIVEK MURTHY

A vertical, close-up photograph of dried, brown plant stems with small, clustered seed heads. The stems are thin and woody, branching out from the bottom left towards the top right. The seed heads are small, brown, and have a fuzzy, textured appearance. The background is a soft, out-of-focus scene of a beach and ocean under a warm, golden light, suggesting a sunset or sunrise. The overall color palette is warm and monochromatic, with shades of brown, tan, and cream.

[illegible]

RELATIONSHIP DISCOVERY TOOL

For each relationship type, complete all sections using the scale:

- 1 = Very Low/Never
- 2 = Low/Rarely
- 3 = Moderate/Sometimes
- 4 = High/Often
- 5 = Very High/Always

Community Relationships

Do you have meaningful community relationships? Yes/No

Name one key community member:

- Trust: ____/5
- Healthy Communication: ____/5
- Mutual Respect: ____/5

Work Relationships

Do you have meaningful work relationships? Yes/No

Name one key professional connection:

- Trust: ____/5
- Healthy Communication: ____/5
- Mutual Respect: ____/5

Friendships

(Consider a friend as someone you would trust to help you move, care for you when sick, or support you in a crisis)

Do you have meaningful friendships?

Yes/No

Name one close friend:

- Trust: ____/5
- Healthy Communication: ____/5
- Mutual Respect: ____/5

Family Relationships

Do you have meaningful family relationships? Yes/No

Name one key family relationship:

- Trust: ____/5
- Healthy Communication: ____/5
- Mutual Respect: ____/5

Romantic Relationships

Are you currently in a romantic relationship? Yes/No

If yes, partner's name:

- Trust: ____/5
- Healthy Communication: ____/5
- Mutual Respect: ____/5





THE POWER OF COMMUNITY TO CREATE HEALTH
IS FAR GREATER THAN ANY PHYSICIAN, CLINIC, OR
HOSPITAL. MARK HYMAN

	Trust	Healthy Communication	Mutual Respect	Average Score
Community				
Work				
Friends				
Family				
Romantic				



"Rarely, if ever, are any of us
healed in isolation.
Healing is an act of
communion."

bell hooks

REFLECTION

Strongest relationship area: _____

Area I want to give more attention: _____

Most consistent metric across relationships: _____

Most variable metric: _____

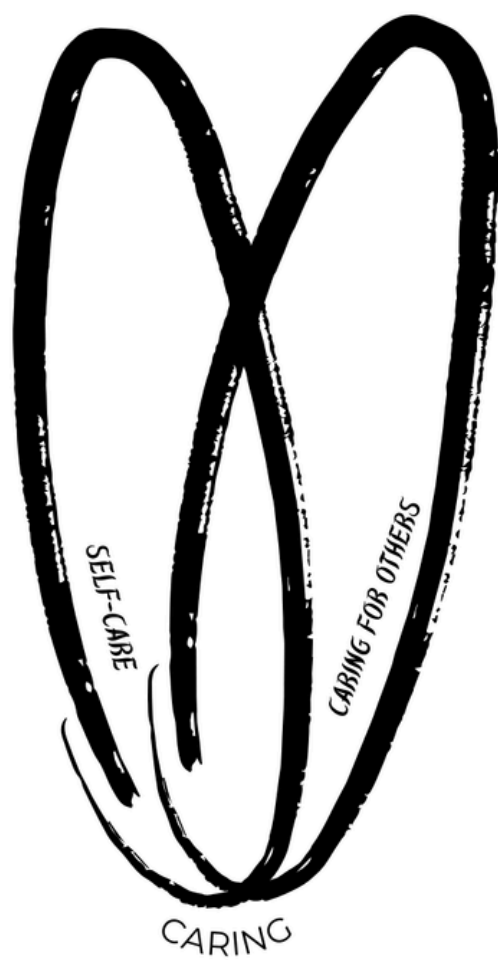
Pattern Recognition

1. What patterns do you notice across your relationships?

2. What strengths could you apply from one relationship to another?

3. What elements are outside of your control?





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INTERPERSONAL EFFECTIVENESS SKILLS

Interpersonal Effectiveness Skills are a road map for getting what you want through effective communication and are remembered by the acronyms DEAR, ONE, GIVE, FAST.

- **Objective Effectiveness** refers to the objective facts and interpersonal DEAR ONE skills. Use these skills to communicate the facts about a situation non-judgmentally.
- **Relationship Effectiveness** refers to communicating respect for the other person's thoughts/feelings and interpersonal GIVE skills.
- **Self-respect Effectiveness** refers to communicating respect for yourself to others using FAST skills.

DEAR

Describe the problem as you see it. The key point to remember is that you stick to only the facts and relay them non-judgmentally.

Example: "You did not call yesterday, can we talk about it?"

Express your feelings about the situation you describe. In expressing emotions, it is wise to use "I" statements. For example, it is more effective to say, "I feel sad when you don't call," than, "you make me feel sad when you don't call," which implies blame.

Assert by stating exactly what it is you want as simply and clearly as possible. For example, instead of saying, "I want a pay raise." Being assertive, one might say, "I want a pay raise of five dollars per hour plus 7 annual days of paid vacation time starting this next coming pay day." The key to assert is to state your request plainly

Reinforce by pointing out the benefits of granting your request. What does the other person get out of it?



INTERPERSONAL EFFECTIVENESS SKILLS

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ONE

Observe by paying attention to your own and the other person's posture, tone of voice, facial expression and level of discomfort. Strive to adopt a willing posture and a calm, respectful tone of voice.

Negotiate – Be willing, open and flexible to compromise. Come prepared with alternatives to your request.

Express confidence in how you communicate by using eye contact, speaking calmly/clearly, nodding affirmatively when others are describing/expressing/asserting their concerns, and adopting a willing posture (sitting forward attentively, avoiding crossing arms, offering open palms, smile).

GIVE

Gentle – Be respectful, kind, and courteous. Refrain from personal judgments. Try using and where you would normally use but, especially when criticizing others. By doing this, you avoid negating the other person's point of view. For example: I hear what you are saying and this is my point," is more effective than, "I hear what you are saying, but this is my point."

Interested – Show others you are interested by using eye contact, affirmative nodding, not interrupting others when they are speaking, and reflecting back the main the main points of what the other says.

Validate –Acknowledge the feelings expressed by the other person. For example, if your sister is frustrated because no one ever listens to her, you would validate her by saying, "It makes sense to feel frustrated when it seems like no one ever listens to you." The key point to remember is that the goal is to acknowledge not necessarily agree with the person's emotions and/or thoughts.

Easy Manner – Present a flexible and calm demeanor. Relax the muscles over your entire body. Look relaxed.

INTERPERSONAL EFFECTIVENESS SKILLS

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FAST

Be **FAIR** and objective in your descriptions and requests. Consider the other persons wants and needs as well as your own. Check the facts.

No Apologies – Do not apologize for asserting yourself or making a request. Do not apologize for the way you feel or for having a different point of view.

Stick to Your Values – Know what your personal values, ethics, and morals are and do not compromise them for the sake of avoiding conflict or appeasing others.

Truthfulness – Stick to the facts and avoid exaggerating, embellishing, or making judgmental statements. Rather than saying, “He was totally rude.” Restate your assumption factually. “He kept interrupting others while they were speaking.”

What do you think? Simple?
Challenging? Which ones do you
already practice?

Adapted from Skills Training Manual for Dialectical Behavior Therapy Marsha Linehan ©2014 Guilford



BE THE SOIL



TAKE AWAYS

WHAT'S THE
ONE THING THAT
YOU WANT TO
GROW
FOLLOWING
THIS SESSION?



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