Together

RQ.

RELATIONSHIP INTELLIGENCE
TEAM CULTURE
1-1 CHECK-INS
REMOTE MEETINGS
CRISIS MANAGEMENT

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

CORESTRENGTHS.COM
This ultimate guide is our gift to help your teams build trust, resilience, and leverage their collective strengths. Because there’s one thing we’re certain of – when relationships work, there isn’t a problem we can’t solve together.
RELATIONSHIP INTELLIGENCE (RQ)

Insight to adjust your approach to make interactions more effective.

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**

Give teams visibility into their underlying motives and values 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.
The Core Strengths Platform helps you improve collaboration, build resilient teams, and coach for performance. Ask us about getting 30 days free.
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.

This composite view reveals your combined team strengths.
PEOPLE

Devoted
Loyal
Supportive
Analytical
Persevering
Modest
Trusting
Tolerant
Quick to Act
Inclusive
Risk-Taking
Caring
Competitive
Methodical
Persuasive
Principled
Adaptable
Reserved
Open to Change
Ambitious
Fair
Process

Forceful
Flexible
Helpful
Sociable
Option-Oriented
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.

TEAM MEETINGS RE-IMAGINED

Put relationships at the forefront.
**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?
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?
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.
Remote teams need more than emotional intelligence. They need Relationship Intelligence to get better results from their interactions and co-create a compelling future.

DR. TIM SCUDDER