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## Suggestions for Using “How Much of a Relationship Nurturer Are You?”

**Objectives:**

- Gain a sense of how much time you spend with people on your team
- Look at the different ways you make contact and engage
- Consider how these necessary behaviors can be carried out or adapted for dispersed teams

**Intended Audience:**

- Managers or team leaders who want to build more cohesive teams
- Trainers, facilitators, consultants, coaches, or HR professionals who want to help groom managers to be more connected to their teams

**Processing the Activity:**

- Have participants fill out the *How Much of a Relationship Nurturer Are You?* checklist.
- In pairs or small groups, have participants share, focusing on what they are already doing and what they could do more of.
- After paired or small-group discussions, bring the group back together and have one large conversation.

**Questions for Discussion:**

- Which of these behaviors do you engage in regularly?
- Which seem to be very natural and comfortable for you?
- Which ones do you seldom engage in?
- Have you intentionally thought about which of those behaviors you engage in and or those you don't? If so, explain, at least to yourself, what the reasons are in either case.
- What have you learned?
- What are the consequences, pros and cons, for doing these behaviors, or avoiding them?

**Caveats, Considerations, and Variations:**

- Identify one or two behaviors that you are willing to do more frequently as a way to nurture others.
- Keep a journal, recording the evolving nature of your relationship as you try these strategies.