**SMARTtools for Leaders™**

**Relationships**

**Participant Names:**

**Date:**

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| 1. ***Let’s all circle the number that describes our relationships.***
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| **1** | “This place is like *Lord of the Flies*—total uncoordinated chaos. We have no hope of achieving good results.”  |
| **2** | “Fire drills are the norm.” or “We are reactive and not proactive--we don’t review our performance or solve problems together.” or “Problems fester.” or “We are uncoordinated.” |
| **3** | “The left hand does not know what the right hand is doing.” or “This place is highly political.” or “We waste so much time and energy.” |
| **4** | “There is little coordination here.” or “There is little accountability.” or “We don’t measure our goals vs. actual results.” or “Senior leadership says one thing but does another.” |
| **5** | “Some key relationships are not working well.” or “People avoid confrontation.” or “We are often out of sync and it impacts our results.” or “Nobody challenges us.” |
| **6** | “We meet but our meetings are not always a good use of time.” or “We suffer from having silos that don’t talk to each other.” or “Not everybody is committed.” |
| **7** | “Our relationships are pretty good.” or “We meet and review performance regularly.” or “We are mostly coordinated.” |
| **8** | “The relationships here are good and functional, but they could be improved.” or “This is mostly a meritocracy.” |
| **9** | “Nearly every relationship is working very well.” or “We have a cadence of communication to make sure we are hitting our goals.” or “We solve problems efficiently and effectively.” or “We are universally committed to our mission.” |
| **10** | “The relationships here work like clockwork—internally, and with our external customers and partners.” or “Senior leadership walks the talk.” or “A real meritocracy.” or “The right people are talking at the right time.” or “Our meetings are highly productive and are not a waste of time.” or “We are achieving our goals because our people are incredibly committed.” or “We are a well-oiled machine.” |

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| 1. ***Let’s discuss our ratings.***
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| 1. ***Let’s discuss ways to improve our relationships. Are the right people communicating at the right times? How to improve our “R” score within this team, and with the key people inside and outside of our organization, to achieve results?***
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