

Executive Commute with Jayson Krause

Episode 7 Resource

How do I build strong relationships quickly?

First of all, *why* is this question important?

High performance leaders create results through developing powerful relationships that are based on *trust*. So often we take way more time than necessary trying to figure out how people work and what their *operating system* is. You can accelerate this time by exploring one another's 'instruction manual'.

Remember:

- #1: Create context and consistency to your relationships and explain how people can expect you to lead or partner with them.
- #2: Acute pains that go unaddressed can become chronic issues. Prevent them and stop them as soon as you can.
- #3: Assumptions are dangerous and become debris that get in the way of high-performance relationships. Your instruction manual gets a head start on removing assumptions.

Your Guide to Me: Develop an instruction manual on how to work best with you

Explore the following questions to help you create an instruction manual others can use to know how to work best with you.

1. What are your preferences (habits, assessment data and behaviour)? This is context around how you generally behave so others know what to expect.
2. What are your greatest strengths and how can others best leverage them?
3. What drives you crazy and what to do about it (create consistency around what will annoy you and let people know how they can expect you to respond). Make specific requests.
4. What are your development habits? Share the things you do that might drive people crazy, or the areas you are trying to get better at and enroll them to be a feedback mechanism for you.
5. Where have things gone wrong in the past and how do we make sure we avoid that? Look back and use your experience to create context around how you can prevent things from going wrong in this relationship.
6. What is the kind of leader you want to be? This is an opportunity to share the brand you aspire to demonstrate inside the business.

After you've explored this, let us know how it went. What worked, what didn't or what questions do you have. You can leave us a message or voicemail at executivecommute.com.