
Happy & Engaged



Relationships



Happy & Engaged – Creating healthy, happy and productive workplaces

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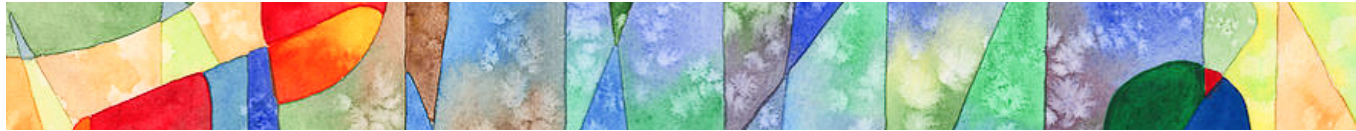
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Relationships

Constructive relationship management involves building and maintaining positive partnerships and connections.



- Avoid leaving the success of your relationships to chance.
- Take control of the relationship management process, so you can maintain positive relationships with clients, colleagues and suppliers.
- Prevent conflicts or misunderstandings impacting negatively on your workplace relationships.

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- Use the principles of emotional intelligence to build constructive partnerships at work.
 - Eliminate the poor communication habits which can limit your success at work.
 - Become the best relationship manager you can be

Scientific evidence shows that positive relationships can have an enormously beneficial impact on your levels of happiness, health, and well-being at home and at work. Instead of waiting for breakdowns and trying to fix them, be committed to adding positive energy, curiosity, and meaning to the time you share with other people. People who have one or more close friendships appear to be happier. The sharing of personal feelings (self-disclosure) plays a major role in the relief of stress and depression.

Listening carefully and responding in encouraging ways is a very effective way to cultivate positive emotions and deepen relationships. In one study people were asked on random occasions about their mood. They were found to be happiest with their friends, followed by family members, and least happy if they were alone.

Positive relationships form a foundation for happiness and success. We all have relationships we have chosen like our friends, relationships we have inherited like our

family, and relationships that are a result of our circumstances like work and classmates. How we navigate and participate in these relationships has a significant impact on our happiness as well as our health, longevity, and success.

Creating positive relationships will make us happier, while surrendering to and becoming victims of negative relationships and the related drama will be an obstacle to our happiness.



We all have a need to belong and to find positive relationships that help satisfy that need. The word positive refers to whether the relationship involves caring and concern. Unpleasant or unsatisfying interactions result in a negative relationship. It is not just having a relationship, but having a positive relationship that creates the benefits of health and well-being.

Hang out with people even to do little things. Insubstantial interactions like small talk or just enjoying each other's company are important to a relationship. Making small talk about trivial things helps people feel happier and healthier. But talking on the phone was not enough. Seeing each other in person is more effective than just talking on the phone,

which has ramifications for today's technology. Facebook, texting, and online video chats are better than no contact, but nothing is better than spending time in person. Face to face contact and doing even mundane things together helped solidify a positive relationship.



Choose happy friends. Hanging out with happy friends instead of sad friends makes us happier. Each happy friend increases our probability of being happy by 9%, while each unhappy friend makes our probability of being happy go down by 7%. Geographic distance is a proxy for the amount of interaction. When a friend who lives 1 klm. away is happy, it increases our probability of being happy by 25%. A happy sibling who lives less than a klm. away increases our probability for happiness by 14%. Happy next door neighbours also increase our probability of happiness.

Relationships are connected to some of our strongest emotions. When the relationships are positive we feel happiness, elation, contentment and calm. When relationships are negative or non-existent we feel anxiety, depression, grief, jealousy, and loneliness. Close

relationships with our friends and family help us build our self-worth and self-image. They provide support in times that we struggle, unconditional love, and a reason for doing many of the things we do which helps give our lives meaning. They also provide us with a sense of identity and belonging. Knowing we are part of something bigger in life helps us be happier.

Remember times when you were really excited or felt like everything was right with the world. More than likely those times all involved other people and positive relationships with those people. People and relationships are the source of our greatest joys as well as our most gut-wrenching traumas.



Review Questions

Do I treat people with respect? Give an example.

Do I encourage others to achieve their responsibilities and goals? Give an example.

Do I accept criticism from others? Give an example.

What's the most important or key aspect of building workplace relationships? Tick as appropriate

Communication

Listening

Trust

Recognition

Giving Time

Respect



Reflect on four of the following questions.

1. I receive the information and communication I need to do my job.
2. I regularly receive recognition/praise for doing good work.
3. The benefits offered here are fair and reasonable.
4. The people here are pleasant and co-operative to work with.
5. There is someone at work who encourages my development.
6. My opinions and ideas seem to matter.
7. My supervisor provides me with feedback and guidance.
8. My supervisor helps me know what is expected of me.
9. My supervisor cares about me as a person.
10. Even if I had the opportunity to get a similar job with another organization, I would stay with my present company.



To get to know your colleagues better, try asking them these questions at informal meetings.

1. What would you be doing if you weren't at your current job?
2. What more are you wanting in your career right now?
3. If you knew that in one year you would die suddenly, would you change anything about the way you are living right now?
4. Describe your biggest failure in business.
5. What is one word you would use to describe yourself as a child?
6. How do you recharge?
7. If you were to tell one person "Thank You" for helping me become the person I am today, who would it be and what did they do?
8. What one thing about you do you want in your elegy?
9. What movie or novel character do you most identify with?
10. When are you the happiest?
11. Fill in the blank: If you really knew me, you'd know_____.

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12. What quality in you would you hate to see emulated in your employees or children?
 13. If you were to start a company from scratch, what values would you build it on?
 14. What would you most regret not having done by the end of your life?
 15. What characteristic do you most admire in others?
 16. What kind of impact do you believe you have on people?
 17. What one memory do you most treasure?
 18. If you could change one thing about how you were raised as a child, what would it be?
 19. What super power would you like to have?
 20. What would a "perfect" day look like for you?
 21. What's the most important lesson you've learned in the last year?
 22. How do you think your coworkers see you?
 23. If you ruled the world, what would you change on Day 1?
 24. How do you act when you're stressed out?



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