

USE YOUR STRENGTHS FOR IMPACT & INFLUENCE

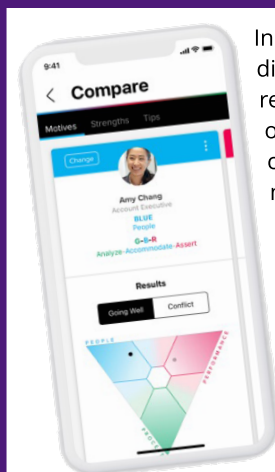


LinkedIn Learning

CAMPBELL'S FINDS THE SOUP FOR THEIR SOUL



THERE'S AN APP FOR THAT!



In a world of disruption, team relationships are not optional, they are critical. See what matters beneath the surface. Check out the Core Strengths app for iOS and Android.



Build Relationship Intelligence (RQ) in Your Team using Core Strengths

The 2020s are likely to be the decade of collaboration. Multiple trends are pushing individuals toward learning to team up with colleagues and outside contributors. To capture the potential of collaboration, organizations like TCU need to help people better deal with colleagues – including managing inevitable conflicts. By understanding how one's personality aligns (or contrasts) with their colleagues, people gain relationship intelligence to work better together productively.

Everyone comes with certain concerns and biases that shape their perspective. It's more productive to work with people's tendencies than try to roll over them with your point of view. Psychologists have also explained that conflict comes when people feel their sources of well-being are under threat. Conflict is hard to manage because people have different sources of well-being.

Performance-oriented colleagues are all about action; they feel best when they're accomplishing tasks and achieving results.

Process-oriented colleagues like to think through challenges and keep things orderly. **People-oriented colleagues** are most concerned with how they're treating those around them. Some people are **Perspective-oriented** with a mix of all three tendencies, making them helpful hubs of collaboration. For TCU to be a productive workplace, we must find ways to harness the energies of directive, analytical, supportive and community-oriented people.

Adapted from: [Relationship Intelligence and the New Decade of Work](#)

TALK ABOUT IT

Talking and active listening builds connection and can ultimately lead to trust and productive action. Try these tips to engage team meetings or check in on your colleagues as you find your way *forward*.

- Before starting today's meeting, let's remind our team who's in the room (refer to your Team Triangle)
- Do a quick personal check-in regarding needs, concerns, well-being, or other topics.
- Using the Team Triangle, discuss how to lead the meeting so everyone feels empowered to contribute.

View the full list of strategies in the [Guide to Team Relationships](#).

VISIBILITY INTO TEAM CULTURE

Creating a Team Map

- A team map is a triangle created in the Core Strengths platform to show every team member's MVS and conflict line.
- The team map gives your team visibility into one another's underlying motives and values and how they can change when there's conflict
- Once the team map is created, use this visual to guide discussions that can deepen understanding and connection with the team.



FOLLOW CORE STRENGTHS ON SOCIAL



New to Core Strengths?

Perfect! Use the PageUp learning activities below to get started.

Introducing the
Core Strengths Platform

LEARN TO USE THE CORE STRENGTHS PLATFORM

HOW TO CREATE A TEAM IN YOUR USER ACCOUNT

HOW TO COMPARE YOUR RESULTS WITH ANOTHER MEMBER'S RESULTS

Ready for greater connection and next-level learning for your department/team/committee?

Achieve better results and increase departmental, committee or work-group Relationship Intelligence (RQ) with a session tailored to your specific needs. Email Susie Olmos-Soto at s.olmos-soto@tcu.edu to get started.

Your chance to win!

The first **FIVE** people to email HRTraining@tcu.edu with the subject line "Building Relationship Intelligence" wins a copy of *Working with Core Strengths: SDI Guidebook for Developing the Skill of Accountability* or Core Strengths Learner Guide Bundle. *previous HR giveaway winners are not eligible to win



TCU HUMAN
resources

Questions?
Reach out to us:
hrtraining@tcu.edu