**Relationship Management (EI Experience)**

Directions: Rate each statement using the following scale:

|  |  |
| --- | --- |
| **1** | **Significantly less than others** |
| **2** | **Less than others** |
| **3** | **Typical** |
| **4** | **More than others** |
| **5** | **Significantly more than others** |

1. **Think of someone you really enjoy being around. Conversations flow comfortably both ways and are genuine. When you’re around them they make you feel appreciated, valued, and included. NAME/INITIALS:**

**How well does this person:**

|  |  |  |
| --- | --- | --- |
| A. |  | Demonstrate awareness of their mood |
| B. |  | Demonstrate awareness of you, your thoughts, feelings, and perspectives |
| C. |  | Have the capacity to effectively facilitate authentic dialogue and develop trust |
| D. |  | Consider issues from multiple perspectives |
| E. |  | Respond effectively in stressful situations |
| F. |  | Have the capacity to positively influence the way you feel and the situations you may find yourself in |
| **TOTAL** |  |  |

If you noticed an email or chat coming in from this individual how inspired would you be in speaking with them?

1 2 3 4 5 6 7 8 9 10

1. **Think of someone who you dread being around. Communications tend to flow one way (them to you) and revolve around what’s important to them all of which is an emotional drain on you.**

**NAME/INITIALS:**

How well does this person:

|  |  |  |
| --- | --- | --- |
| A. |  | Demonstrate awareness of their mood |
| B. |  | Demonstrate awareness of you, your thoughts, feelings, and perspectives |
| C. |  | Effectively facilitate authentic dialogue and develop trust |
| D. |  | Consider issues from multiple perspectives |
| E. |  | Respond effectively in stressful situations |
| F. |  | Positively influence the way you feel and the situations you may find yourself in |
| **TOTAL** |  |  |

If you noticed an email or chat coming in from this individual how inspired would you be in speaking with them?

1 2 3 4 5 6 7 8 9 10

**Self-Assessment OR** **member of your team** (rate yourself on the items below using the 1-5 scale)

|  |  |  |
| --- | --- | --- |
| A. |  | Demonstrates awareness of their mood |
| B. |  | Demonstrates awareness of you, your thoughts, feelings, and perspectives |
| C. |  | Capacity to effectively facilitate authentic dialogue and develop trust |
| D. |  | Considers issues from multiple perspectives |
| E. |  | Responds effectively in stressful situations |
| F. |  | Capacity to positively influence the way you feel and the situations you may find yourself in |
| **TOTAL** |  |  |

Now imagine YOU are the person emailing or chatting others – how do you think THEY react when they see your name come up on their screen?

How does this impact your relationships with the following groups?

* 1. Peers
  2. Developers
  3. PO’s or product managers
  4. Boss
  5. Family and Friends

# “No one cares how much you know until they know how much you care” - Theodore Roosevelt