

Relationship DNA Diagnostic Tool

“It is before all things useful to men to associate their ways of life, to bind themselves together with such bonds as they think most fitted to gather them all into unity, and generally to do whatever serves to strengthen friendship.”

-- Baruch Spinoza (1632-1677)

Have you ever had a conversation where you could *feel* as if your interactions with another person were simply going nowhere? Or where you could *see* that your communication with the other person was just incompatible? Like you're talking about the same thing, but not having the same conversation? Maybe the other person was just talking and talking, running over you and not letting you into the exchange. Maybe you were talking and another person persistently interjected while you were making a point.

Ever been in a meeting and become annoyed or disengaged by what's in front of you? Perhaps the way the presenter was delivering material just rubbed you the wrong way, or the points the presenter was making were — in your eyes — unconvincing?

Do you know a friend or family member who interacts with you in a way that frustrates you? Maybe they appear unreasonable or over-emotional, maybe they seem too disengaged and standoffish.

On the other hand, we all have known people who comfort us just when we needed it most. Hopefully, we have a friend who makes *you* feel good by trusting and confiding in you, knowing that they are comfortable enough to rely on your friendship. And there are those moments where you'll talk to someone and it feels as if you have known each other all of your life and the conversation is natural and effortless.

We've all experience situations such as these. And it is because we all have different inclinations towards how we prefer to interact with others. When we communicate with people whose preferences are much different than our own, it can often make us feel uncomfortable. With others, we find we mesh perfectly and feel at ease. How we prefer to relate to others is a core part of developing relationships in our lives.

You are experiencing the effects of your

RELATIONSHIP DNA!!!

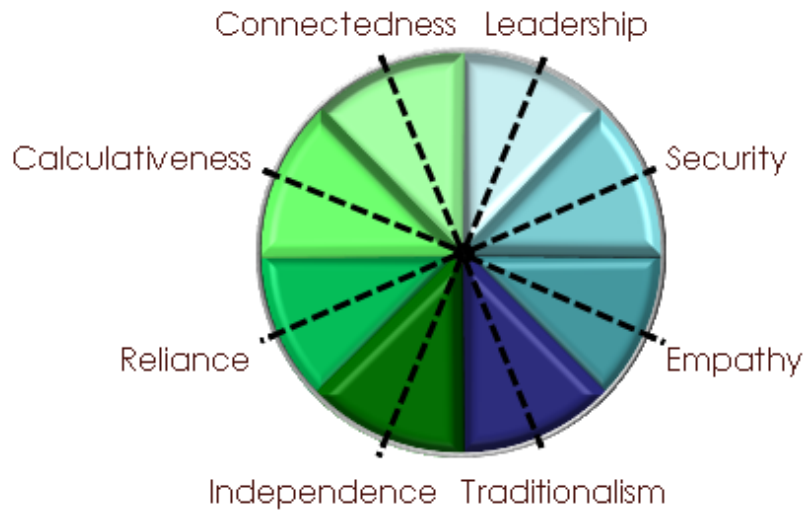
Relationships of any kind — marriage, friendship, work colleague, boss, family, casual — are like any other living organism. It's the unique combinations of these basic substances that make us distinct.

To help us decipher our “relationship code” we developed the *Relationship DNA Diagnostic Tool*. This tool helps us more closely understand ourselves and others according to the two most important components of relationship-building: Bonding Factors and Coping Style. Bonding Factors are specifically how we relate to others and our Coping Style is how we choose to deal with obstacles in our lives. Each of these has upsides and downsides. This tool describes the pros and cons of each of these attributes. Examples will help you identify and relate it back to yourself, and others around you much more easily.

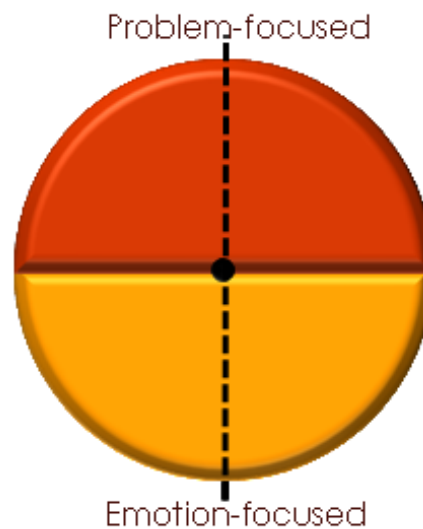
CONSIDER THE PEOPLE IN YOUR LIFE... WHETHER IT BE FAMILY, A FRIEND OR WORK COLLEAGUE OR OTHER ACQUAINTANCE. REFER BACK TO THE SUMMARY CHART ATTACHED AND THINK ABOUT HOW YOU WOULD DESCRIBE THEIR RELATIONSHIP DNA.

Relationship DNA Factors ...

Bonding Factors



Coping Style



Relationship DNA Reference Chart ...

Bonding and Coping Style	Pro	Con	Sound like...
Leadership: Your ability to influence others to follow you voluntarily	<ul style="list-style-type: none"> Fueling ambition in others Inspiring those around you towards common goal achievement 	<ul style="list-style-type: none"> Viewed as competitive and aggressive 	When Steven talks, those around him are "all ears." He speaks with authority. We trust his judgment and know that he will make the right calls and work on our behalf and to our benefit in the decision he makes.
Reliance: How well you come to trust and attach to others	<ul style="list-style-type: none"> Easily open up and attach to others Cultivate trusting long-term relationships 	<ul style="list-style-type: none"> Often lack independence Increased vulnerability 	Susan is very quick to open up to those around her. You can't help but reciprocate and open up to her. She exudes a sense of trustworthiness and sincerity.
Empathy: How well you are able to identify and sympathize with others	<ul style="list-style-type: none"> Induces compassion, warmth and friendliness Reduces distance with others 	<ul style="list-style-type: none"> Feeling overburdened, overwhelmed with others' issues 	Diane can easily read those around her and figure out that something's wrong! She listens carefully and with sincere interest. Her patience and advice makes you feel comfortable confiding in her.
Security: Having a general sense of stability and comfort with yourself and environment	<ul style="list-style-type: none"> Ability to enjoy the moment Manage stress and anxiety successfully 	<ul style="list-style-type: none"> Often unable to foresee potential risks 	Tommy always has this sense of comfort that no matter what happens, all will be fine. He is self confident and does not seem to worry too much about what will happen in the future. He is more interested in what is happening around him right now.
Calculativeness: Ability to control and promote your image and ideal environment for personal benefit	<ul style="list-style-type: none"> Maximize the return on relationship investment Reduce time and effort wasted on non-beneficial interactions 	<ul style="list-style-type: none"> Viewed as manipulative, insincere and unemotional 	Penny knows exactly who she should be talking to and does not waste time hanging out with people that she doesn't think are good for her.

Bonding and Coping Style	Pro	Con	Sound like...
<p>Connectedness: Having close and frequent interactions with others</p>	<ul style="list-style-type: none"> • Enrichment due to exposure to a variety of other individual styles, backgrounds and experiences • Flexibility and adeptness at adapting to new environments 	<ul style="list-style-type: none"> • Increased vulnerability • Discomfort with deteriorating connections 	<p>Kevin is a social butterfly. He is in constant interaction with others and enjoys meeting with them frequently. He has a busy social calendar and makes sure he sees the people in his life as much as possible.</p>
<p>Independence: Your ability to be comfortable spending time by yourself and leading an autonomous life</p>	<ul style="list-style-type: none"> • Sense of control over your life • Reduced dependence on others in thoughts, activities and ideas 	<ul style="list-style-type: none"> • Feeling of isolation or loneliness • Single-minded, uniform thinking 	<p>If there is one person who can be seen by himself most of the time it is Bill. Although he interacts with others, his preference really is to engage in his own interests. This is true for his personal and professional life. At work he prefers to work alone, and at home he is quite content watching a DVD or going to a movie by himself.</p>
<p>Traditionalism: Desire for consistency, regularity and routine</p>	<ul style="list-style-type: none"> • Sense of stability in life • Reduced discomfort associated with adapting to change 	<ul style="list-style-type: none"> • Boredom with routine • Missing out on new opportunities 	<p>Sarah does not like change. She likes do the same activities, like eating at the same restaurants, going to the same stores. She thrives in the comfort of the familiar and becomes uncomfortable with anything out of the ordinary.</p>

Bonding and Coping Style	Pro	Con	Sound like...
Problem-Focused Coping: Planned rational approach to problem solving	<ul style="list-style-type: none"> • Systematic approach to quickly resolving the issue • Avoid getting sidetracked with details of a trivial nature and relevance 	<ul style="list-style-type: none"> • Viewed as cold and callous • Repress emotions related to issues 	Dean approaches obstacles in his life with a rational and calm approach. He analyzes the issue in depth and determines the reason why it happened. He does not ponder upon being angry, frustrated or sad. He finds out what he needs to do to solve the problem and implements the solution swiftly.
Emotion-Focused Coping: Managing and controlling emotions in problem solving and seeking advice from others	<ul style="list-style-type: none"> • Elicit nurturing from others for comfort • Feel a sense of security • Potential to see different perspectives to the problem 	<ul style="list-style-type: none"> • Reduced speed in solving the root cause of the problem 	The first thing Helen does in the face of obstacles in her life is focus on the way she feels. She becomes emotional and seeks out others to share the problem with and get advice. This calms her down and gives her a sense of comfort which makes it easier for her to deal with the issue.