

High Quality Relationships (HQR)

The following questions are designed for you to reflect on a relationship. It can be a close relationship or a connection with an acquaintance or a work colleague. Each question reflects one feature of HQRs (ie. emotional carrying capacity, tensility, connectivity, vitality, positive regard and mutuality).

1. To what extent do we accept and constructively express pleasant and unpleasant emotions?
2. How well do we cope with external challenges?
3. To what extent do we listen to new ideas and accept diversity?
4. To what extent do we feel energized in our interaction?
5. To what extent do we feel valued, show understanding and feel understood in our relationship?
6. To what extent do we feel empathy, mutuality and safety in our relationship?

After reflecting on these questions, write down at least one way in which you can improve each area:

1.

2.

3.

4.

5.

6.

Adapted from:

- Carmeli, A., Brueller, D., & Dutton, J. E. (2009). Learning behaviours in the workplace: The role of high-quality interpersonal relationships and psychological safety. *Systems Research and Behavioral Science: The Official Journal of the International Federation for Systems Research*, 26(1), 81-98.
- Dutton, J. E. & Heaphy, E. D. (2003). The power of high-quality relationships at work. In *Positive Organizational Scholarship*, Cameron KS, Dutton JE, Quinn RE (Eds). Berrett-Koehler Publishers: San Francisco; 263–278.

By Daniela Ramirez-Duran, MAPP