

Toolkit Title

Build Meaningful Relationships

Purpose of Toolkit

This model increases your awareness of your patterns to choose to be in a relationship, doing right and getting results together.

Toolkit Methodology and Application

See attached.

Case Study or Example

See attached.

Acknowledgements and Sources

See attached.

Toolkit Category

Organisation Development

Keywords

Organisation Development, Inquiry, Advocacy, Interpersonal

Name and Email of Project Contact Person(s)

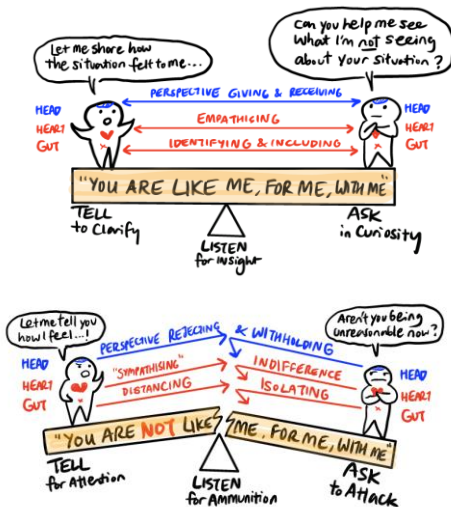
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BUILD MEANINGFUL RELATIONSHIPS (INQUIRY AND ADVOCACY)

#advanced #interpersonal

In order to build meaningful relationships, the foundation is two key communication behaviours - Inquiry & Advocacy. Inquiry is asking and looking into others' thinking and reasoning to gain insights. Advocacy is telling and making your thinking and reasoning more visible to others.



BUILD MEANINGFUL RELATIONSHIPS

(Inquiry and advocacy)

When to use: All the time! This model increases your awareness of your patterns to choose to be in a relationship, doing right and getting results together.

How to use:

1. Balancing advocacy and inquiry requires both parties to exercise deep listening. High quality advocacy and inquiry nurtures an open environment that encourages creative dialogues and enables surfacing of new insights.
2. Be mindful and notice your own pattern of behaviour with respect to inquiry & advocacy, are you:
 - a. Asking in curiosity or Asking to attack?
 - b. Telling to clarify or Telling to get attention?
 - c. Listening for insight or Listening for inquisition?

For more information, see Create Trust (Card 1).