

# Leadership AGC



## Building Positive Relationships

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### Summary Concepts

**Life Satisfaction:** the combination of your satisfaction with seven facets of your life. While it is generally difficult to nurture each of them simultaneously, you will find that “happier” people tend to each at various times throughout their lives. The key is growth and maturation over time, in each area.



**Warning Signs:** Start with an honest assessment of your satisfaction with each area of your life by assessing potential warning signs.

### PHYSICAL HEALTH WARNING SIGNS

- Weight (unusual gain or loss; overweight)
- High blood pressure
- Headaches
- Clenched jaw/TMJ
- Tense muscles
- Ulcers
- Allergies
- Asthma
- High cholesterol
- Heart disease

### SPIRITUAL HEALTH WARNING SIGNS

- Detachment from others or trouble with relationships
- Inability to connect with nature/animal life
- Sense of futility
- Excessive cynicism
- Excessive pleasure-seeking (consumerism, sex, drugs)
- Always thinking the worst of others
- Inability to see the good in a situation
- Inability to cope with daily problems
- Lack of empathy or compassion for others
- Continual longing for something more out of life

### RELATIONSHIP HEALTH WARNING SIGNS

- Feelings of detachment
- Feelings of superiority
- Increased arguments
- Disrespectful/criticizing thoughts and words
- Trouble acknowledging others' strengths/contributions
- Avoidance behaviors
- Trouble with intimacy (physical and verbal)
- Inability to be honest with others
- Feelings of sadness and loneliness
- Difficulty showing affection

### INTELLECTUAL HEALTH WARNING SIGNS

- Self-limiting beliefs (e.g., "I'll never be successful")
- Failing to challenge your current beliefs
- Failing to see the value in lifelong learning
- Believing there is nothing to be learned from others
- Closing your mind to opinions other than your own
- Failing to read and/or learn about new things
- Not keeping up with current events
- Egocentric/Ethnocentric beliefs
- Excessive "mind candy" (e.g., t.v., Internet)
- A willingness to "settle" for the status quo

### MENTAL HEALTH WARNING SIGNS

- Personality changes
- Inability to cope with daily problems & activities
- Excessive anxiety
- Excessive anger, hostility or violent behavior/words
- Prolonged apathy, listlessness or sadness
- Changes in eating patterns
- Changes in sleep patterns
- Extreme highs and lows
- Alcohol or drug abuse
- Strange or grandiose ideas

### CAREER HEALTH WARNING SIGNS

- Loss of desire to achieve
- Depression
- Decreased productivity
- Decreased interest in the organization & its mission
- Absenteeism/chronic tardiness
- Feelings of boredom
- Feelings of anger at work
- Sense of futility in your work
- Excessive daydreaming
- Use of work distractions(Internet, talking to others)

### FINANCIAL HEALTH WARNING SIGNS

- Piles of unattended mail
- Unpaid bills or frequent late payments
- High consumer debt
- Living paycheck to paycheck
- Not having a will
- Insufficient life or disability insurance
- Feelings of envy or contempt for others' finances
- Not having money routines (e.g., paying bills)
- Not knowing where your money goes (ignorance)
- Discomfort at admitting what you don't know

**Managing Boundaries:** People have different preferences to either integrate or separate work from other aspects of life. Preferences can change over time. There are 4 types of strategies an individual can use to manage “boundary violations” (i.e., when the people/work in your life do not match your preference for segmentation or integration):

<p style="text-align: center;"><b>BEHAVIORAL TACTICS</b></p> <ul style="list-style-type: none"> <li>✚ Using the skills and availability of other individuals who can help with the work-home boundary (e.g., staff members/spouse who screens calls)</li> <li>✚ Leveraging technology to manage boundaries (e.g., voicemail, caller ID, e-mail)</li> <li>✚ Triage: prioritizing seemingly urgent and important work and home demands – sorting out what you have to do, what you should do, and what you want to do (e.g., work and childcare emergencies)</li> <li>✚ Choosing which specific aspects of work-home life will or will not be “permeable” (e.g., leaving the emotional aspects of work at work while bringing home some of the physical work)</li> </ul>	<p style="text-align: center;"><b>TEMPORAL TACTICS</b></p> <ul style="list-style-type: none"> <li>✚ Controlling work time (e.g., banking time from home or work domain to be used later, blocking off segments of time, deciding when to do various aspects of work)</li> <li>✚ Finding respite: removing oneself from work home demands for a significant amount of time (e.g., vacations, getaways, retreats)</li> </ul>
<p style="text-align: center;"><b>PHYSICAL TACTICS</b></p> <ul style="list-style-type: none"> <li>✚ Putting up or taking down physical borders or barriers between work and home (i.e., creating a separate home office or placing your home office in the middle of the home action)</li> <li>✚ Creating or reducing a physical distance between work and home</li> <li>✚ Using tangible items such as calendars, keys, photos, and mail to separate or blend aspects of each domain (e.g., keeping separate key chains, putting family photos on display at work)</li> </ul>	<p style="text-align: center;"><b>COMMUNICATIVE TACTICS</b></p> <ul style="list-style-type: none"> <li>✚ Managing expectations in advance of a work-home boundary violation (e.g., stating preferences to work/family ahead of time)</li> <li>✚ Confronting violator(s) of work-home boundaries either during or after a boundary violation has occurred (e.g., telling a staff member to stop calling home for trivial reasons)</li> </ul>

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\* Highly recommended readings