

Stressful Relationships Impact Your Success

Think back to when you were having difficulty with someone at work; it may have been a co-worker or your manager. As the state of that relationship deteriorated, so did your enjoyment of work, your productivity, and, consequently, your career path. Or think about the last time you were having problems with your spouse. The hurt, anger, and frustration spilled over into other areas of your life and as a result your health, work, and friends probably suffered as well.

Good relationships are richly rewarding, whereas bad relationships can be devastating on many levels. Because no two people think or process emotions in the exact same manner, building healthy relationships takes a lot of work and understanding.

Regardless of the type of relationship, there are three elements that must be present in order for a relationship to be healthy, strong, and supportive of your success. These three elements are:

1. Effective communication
2. A sense of safety to speak and be yourself
3. Aligned sense of partnership

Through understanding the partnership models, stages of partnerships, and what factor into our choices, you will have the tools necessary to move your partnerships to a state of healthy collaboration and mutual support.

A partner relationship pattern is what has evolved after working/interacting with someone for some time. Each of these patterns may have started out with the intention of an equal partnerships but then, due to personalities, circumstances, or just plain evolution of a relationship have now become something that no longer feels right. It may not feel right for a variety of reasons.

There is so much to learn about partnership patterns that in today's newsletter I will only touch on some basics. In our NST Academy we offer the online home study course [Transform Your Relationships, Transform Your Life](#). Chapter three, of this course, is focused on the importance of partnerships and how to ensure your way of working with others is supportive of your mutual success.

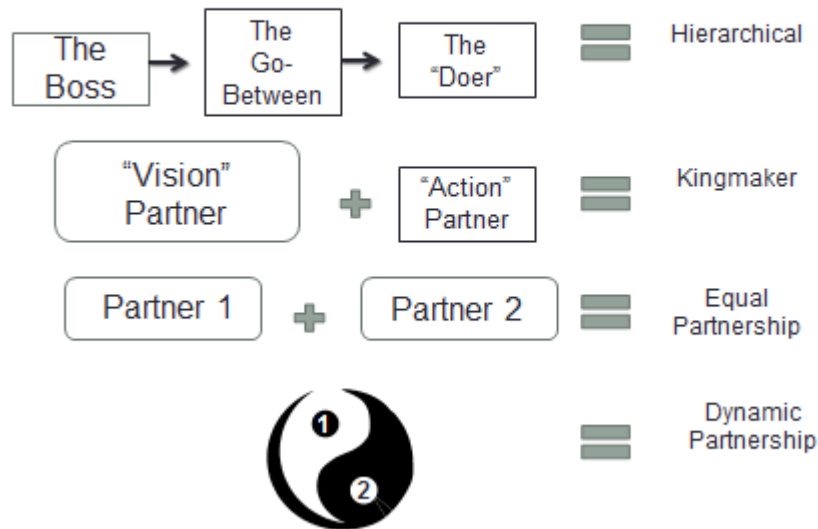
Let's briefly go over the four most common partnership patterns. The hierarchy is the most common in a corporate setting. This is where you have a VP who tells a Director what needs to be done who then translates that and tells you what to do. However, you find this in family situations as well. You have a Father who tells the Mother what needs to be done who tells the children what they need to do. And, when the children don't do what they need to do there is a threat from the mother to tell the father.

The next pattern on this topic is that of the "Kingmaker." There are personalities who enjoy making others successful, but shy away from being in the spotlight themselves. This is where you have one spouse being intelligent and powerful and charismatic, doing everything in their power to make their spouse successful.

Let's look at the equal partnership pattern. This is where from day one each person desires to have everything equally distributed in regards to responsibility and work. This is common in small business situations where two good friends get together and promise that they will divide everything equally.

Everything works well until one of them decides that who they are and what they do is more responsible for the company's success than their partner. Suddenly the success is not an equal distribution.

Partnership Patterns



Many people might look at the yin yang symbol and think that it is the ultimate of partnerships because it flows and changes the balance according to the situation. This is a partnership pattern where each person adjusts their amount of responsibility and activity based on what is being worked on. You may have heard it described as "getting the job done by whoever is the best person to get it done." In this model, everyone is equal and fair game for a task, no one person is allowed to pull rank on another.

For people who enjoy not being restricted by boundaries, this partnership model is enjoyable, exciting, and fast paced. These are people who enjoy change and enjoy "keeping it fresh." In work relationships, they enjoy attacking projects as a team and each person doing what they do best within the context of that goal. They don't worry about titles or positions, they just focus on reaching the goal.

For people whose personalities like structure and discipline, this is not the right pattern for them. In work relationships, the complaint becomes that no one is in charge and the patients are running the asylum. In a romantic relationship, the complaint of one spouse is that you can never figure out where the other person is coming from because they keep changing the rules.

It is important to note that each of these partnership models are valid and effective. But each requires certain types of personalities and an agreement from both partners to adhere to the model. Often, I hear the complaint that one partner thought they had an agreement on how to operate, but then the other partner changed their mind and suddenly things were not working. Please note, a partnership

model is not a temporary situation, it is a way of operating. If you ask a person who thrives in the dynamic model to work in a hierarchy, they will fail! And vice versa. It is not about situations, it is about personalities and optimal operating models. So don't try and convince yourself that you can switch models; you might be able to for a little while but you will get frustrated and wish you were back in your operating comfort zone.

Let's summarize the key points of partnership patterns:

- Every partnership starts out believing that they are equal.
- Eventually there is something that happens that causes the partnership to not feel as effective or safe.
- At this point, it is time to refresh the agreement between the two of you and move toward a model that resonates better with each of your strengths.

Remember, all of the partnership patterns we described are good and effective. The deciding factor of which one is right for you is which one makes you feel empowered, safe, and productive. Working in your ideal partnership model results in consistent and repeatable success.

Please visit our NST Academy site and see if our [Transform Your Relationships, Transform Your Life](#).course is right for you.

To Your Success!

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