



## GROWTH STYLE OF LEADERSHIP

### SKILL: CLEAR RELATIONSHIPS

**“The best leaders are clear. They continually light the way, and in the process let each person know that what they do make a difference. The best test as a leader is: Do those served grow as persons; do they become healthier, wiser, freer, more autonomous, more likely themselves to become leaders?”** Robert Greenleaf (Founder of the Servant Leadership Movement)

#### **DEFINITION:**

Clear Relationships has to do with the ability to relate to oneself, to others and to the Divine from a place of clarity.

Clarity means to see clearly; to observe and absorb attentively and neutrally, so that there is clear assessment of the situation even when there's no solution or answer in sight. Clarity is possible in the midst of complexity, confusion and chaos; and is often born out of such conditions. Clarity is not about having answers. It's about having awareness.

With Clarity, we can create and sustain Clear Relationships, first with ourselves, then with the Divine and with others.

#### **The creating stages of a relationship are:**

1) **Purpose:** Why am I in this relationship?

**Clear:** Resonance, Fit      **Unclear:** Fear, Disorientation, Uncertainty

2) **Psychological Safety:** How open can I be? Who is the other? How much retaliation there is?

**Clear:** Spontaneous Interaction, Forthrightness, Caring      **Unclear:** Caution, Mistrust, Facade

3) **Intentions:** What do we intend together?

**Clear:** Clear Intentions & Goals; Shared Vision & Values

**Unclear:** Apathy, Skepticism, Irrelevant Confrontation

4) **Commitment:** Are we ready to commit? Do we believe in this?

**Clear:** Dedication, Devotion      **Unclear:** Resistance, Reluctance

**The sustaining stages of a relationship are:** (when issues appear in these stages, clarity is found by addressing the questions in the creating stages)

5) **Implementation:** How will we implement this? What is our schedule?

**Clear:** Explicit Assumptions, Alignment      **Unclear:** Confusion, Non-Alignment

6) **Synergy:** Are we experiencing synergy?

**Clear:** Intuitive Communications, Flexibility, Felt-Sense

**Unclear:** Disharmony, Distrust, Unfulfilled Expectations

7) **Renewal:** Are we tired / complete? What's next?

**Clear:** Staying Power, Celebration, Continuation      **Unclear:** Burnout, Boredom