



# Exploring Relational Wisdom®

Going Beyond Emotional Intelligence™

1. **Relational wisdom (RW) is the ability to discern emotions, interests and abilities in yourself and others**, to interpret this information in the light of your personal values, and to use these insights to manage your responses and relationships constructively.

2. **RW is a “relational operating system”** (like Windows or Mac OS) that impacts every aspect of our lives, including friendships, marital intimacy, parenting and job performance and advancement.

- *Relationship trumps expertise* in most areas of life



- Soft skills *magnify* or *diminish* the value of hard skills
- Soft skills can account for as much as 80% of success in the marketplace today

3. **Life is all about relationship.**

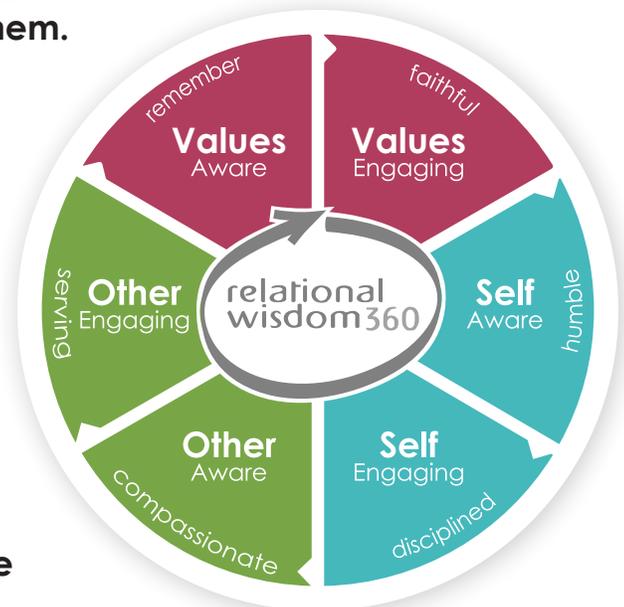
4. **Relationships can be challenging** because they are often fueled by emotions, both positively and negatively.

5. **RW enables us to deal more effectively with relationships and the emotions that fuel them.**

- Relationships are three dimensional
  - **Values**, **Self**, **Others**(So do continual 360's)
- Relationships involve two dynamics
  - Aware: What do I know? (Knowledge)
  - Engaging: What will I do? (Action)

6. **In real life, people live both inside and outside the circle.**

7. **Peacemaking, a special application of RW, is how we draw people back inside the RW circle.**



## 8. RW involves six relationship-building and leadership skills or disciplines:

- **Values-Awareness** is your ability to honestly identify your true personal values.
- **Values-Engagement** is your ability to consistently apply your values to real life.
- **Self-Awareness** is your ability to accurately discern your own emotions, interests, values, strengths and weaknesses.
- **Self-Engagement** is your ability to manage your thoughts, emotions, words and actions.
- **Other-Awareness** is your ability to understand and empathize with the experiences, emotions and interests of others.
- **Other-Engagement** is your ability to encourage, cooperate and resolve differences with others in a mutually beneficial way.

## 9. Relational wisdom is so simple a child can apply it, yet so complex you can spend the rest of your life developing it. You can start growing today by memorizing and practicing four simple acrostics.

### Practice The SOV Plan

- **Self-aware:** How am I feeling and acting?
- **Other-aware:** How are others feeling? How am I affecting them?
- **Values-aware:** What are my values? Am I living them out?

### Follow a Trustworthy GPS

- **Get** the best (Role models, values)
- **Pursue** wisdom (Study, evaluate)
- **Serve** others (You'll be happier!)

### READ Yourself Accurately

- **Recognize** your emotions
- **Evaluate** their source
- **Anticipate** the consequences of following them
- **Direct** them on a constructive course

### SERVE Every Person You Meet

- **Smile** (Home, office, store, telephone)
- **Explore** and **Empathize** (Show interest and compassion)
- **Reconcile** (Be a peacemaker)
- **Value** (Express appreciation and admiration)
- **Encourage** (Give heart, inspire, put wind under their wings)

## 10. Unlike IQ (intelligence quotient) and personality, which do not change noticeably after the teen years, your relational wisdom can improve significantly if you are willing to work at it.

- For insights on the neurology of emotional and relational skills, see Dan Goleman's highly acclaimed book, *Emotional Intelligence*.
- For information on developing a faith-based version of relational wisdom, see [www.rw360.org](http://www.rw360.org) and [Academy.rw360.org](http://Academy.rw360.org).