



Master Your *Love Life*...While Mastering Your *Livelihood*

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Introduction

- Why are we discussing personal relationships at work?
- What are the benefits of helping employees improve relationship skills?
- The #1 distraction to work productivity _____.

Your New Master Plan

- **Consider Capacity**
 - The more _____ you get from your work, the more you can do it longer and faster ...
 - You may have a “_____ tank capacity” but your spouse may have a “500 gallon tank capacity” for your work ...
 - If you’re _____ to their capacity, you will be attempting to draw capacity from a tank that has been at zero ...
 - The key: Think “we’re partners” in each other’s careers, instead of “my career” & “their career”.

Here are some questions to ask:

- What are my spouse’s or s/o capacities for my cadence and work rhythms?
- How sensitive would they say I am to their capacity on a scale of 1 to 10?
- What things can I change about how I do the work I enjoy so I don’t exhaust my spouse’s, s/o’s, and children’s capacities?

- **Acknowledge Needs**

- “WE BOTH HAVE _____ NEEDS” ...
- We’re just different people, who _____ our needs differently ... and sometimes _____ — especially when we’re stressed, tired, or frustrated.
- We tend to dismiss the other’s needs as illegitimate because their needs stretch or tax us _____!

What do we need?

- Put a check by five things you need from your spouse or s/o.
- Put a star by five things you think they need from you.
 - Leadership & Direction
 - Financial Harmony
 - Security — Financial, Emotional, Physical
 - Attention
 - Emotional Connection
 - Parental Harmony
 - A Different Personality (i.e. less rigid, less anxious, less controlling, less fearful)
 - Feeling of Value & Significance
 - Better Communication
 - To Feel Heard
 - To Feel Seen
 - To Feel Loved
 - To Feel Respected

Reflection: How would having those needs cared for regularly improve or change your relationship?

- **Engage Emotionally**

- Contrary to what we’ve been taught, emotional connection is _____ to healthy relationships and human needs!
- We were made for healthy interdependence, NOT for _____ and _____.
- Problems always arise when our deepest needs are _____.
- People whose deep need for emotional connection is met are _____!!!
- Most _____ in our relationships are protests over emotional neglect or disconnection.
- Begin _____ anger, criticism, demands, clingy behavior, growing insecurity, withdrawal or detachment as _____ for emotional connection.
- Often silence is not _____ or a weapon to harm, but a mechanism of self-protection from _____ and feeling emotionally inadequate.

- **Share Stories**

- _____ has a story.
- The key is becoming so _____ with the other's story that you know what makes them who they are and why they _____ the way they do.

Here's a Question: Are you a _____ for your spouse or s/o to tell their story?

The KEY to a safe environment is _____ — learning to feel with the other.

What does empathy look like, practically?

- To Empathize Is To Put Yourself In the Other's Story of ... _____, _____, _____, _____, _____, _____, _____, _____ ...
- To Empathize Is To Give Your Spouse _____
- To Empathize Is To Give Your Spouse _____ When They've Been Triggered
- To Empathize Is NOT Trying to _____ The Other
- To Empathize Is To Say Sincerely ... " _____ "
- To Need Empathy Is Not _____

Homework Exercise:

Try to write out your story using the questions below as a guide. Then ask your spouse or s/o if you can share it with him or her. Invite them to share there's using the questions below.

- Where were you born & who were your parents?
- Were your parents loving, available, and supportive?
- What were your relationships with your siblings growing up?
- What are some of your most memorable moments and experiences in life?
- What was the feeling you had the most growing up?
- Who were the safe people in your life?
- Who were the unsafe people?
- When you were 9 yrs old, what was your dominant feeling? Your dominant thought?
- Who championed and celebrated you?
- What were the big change events along the way for you?
- What were some of the most painful experiences of your life?
- How did they make you feel?
- Do you have any regrets?
- What's your biggest fear?
- As a child, how did you feel about your parents' relationship/marriage/divorce/re-marriage?

- **Listen Longer**

- In relationships listening is _____.
- Listening _____ the other person's voice.
- Learn to _____ & _____ to learn.
- Listening Longer means ...
 - _____
 - _____
 - _____

Listening Exercises:

- Ask your spouse or s/o, "What things have you been trying to convey to me that I have not yet grasped & affirmed?"
- Share with your spouse or s/o 2-3 times when you felt heard by them. Describe what it felt like to you. Describe what it meant to you to feel heard.

For more coaching with Rod Hairston ...

- Register at www.rodhairston.com to receive weekly videos to encourage your relationship.
- Purchase a coaching package at www.rodhairston.com to improve your relationship.
- Additional reading resources:
 - *Love Sense* by Dr. Sue Johnson
 - *Permission to Feel* by Marc Brackett, Ph.D
 - *Emotional Intelligence* by Daniel Goleman, Ph.D
 - *It's Not You, It's What Happened to You* by Christine Courtois



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