



## Applying MBS Skills to Improve Relationships

*The object of this exercise is to target a specific relationship that you would like to improve. Simply fill in the blanks.*

### Section 1: Target a relationship.

a. I feel somewhat (or VERY) uncomfortable when I am required to work with, or when I come into contact with \_\_\_\_\_.  
Target Person's Name

b. I feel most uncomfortable because this person ...

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### Section 2: Identifying the person's Temperament (his/her MBS Profile).

Graph both your profile and your "Target Person's" profile.

Your Profile


Target Person's Profile


### Section 3: Understanding WHY he/she acts the way he/she does.

a. Look back to the things that your "Target Person" does that bother you (see sec. 1b).

b. Focusing on HIS/HER temperament, why might he/she act the way they do?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

c. Do you think he/she does these things intentionally to aggravate you in order to damage his/her relationship with you? \_\_\_\_\_ (yes/no)

d. Focusing on YOUR profile, your temperament, why might his/her actions be offensive to you?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**Section 4: What to do.**

a. The best way to work with your “Target Person” based on his/her temperament is to:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

b. When will you begin to make a conscious effort to work with your “Target Person” based on what you listed above in 4a? \_\_\_\_\_

Date

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### *“Targeting a Relationship”*

If you were to sit down and take a hard look at the relationships that you have with those around you, they would fall into one of three categories.

1. I am agreeing with, and generally have a **good** relationship with that person.
2. I am just putting up with, and generally have a **poor** relationship with that person.
3. Somewhere in between 1 and 2.

Whether the relationship is with a co-worker, your boss, a family member or a friend, life goes much smoother when we are able to be in agreement. Even if we’ve “agreed to disagree.”

Misunderstandings, which by their very nature prevent agreement, damage relationships. Many misunderstandings stem from the fact that we listen to people based on OUR point of view.

We PUT UP WITH what we perceive as rude, wordy, dull or inflexible people and we allow these perceptions to poison our relationships, simply because we fail to consider that their "style" may be different than our own. On the other hand, we do expect people to treat us and listen to us based on WHO WE ARE ... but often we don't return the favor by treating and listening to others based on WHO THEY ARE. Perhaps they're PUTTING UP WITH US too!!

Coming into agreement is our goal and improving understanding among people is a way to achieve that goal. To better understand others, we must be willing to consider anything "negative" or "not constructive" and determine what they really want to say. Most people don't want to offend or annoy us and realizing that, we are able to focus on "what" they said and "why" they said it, rather than being turned off by "how" they said it. We need to stay proactive rather than reactive.

The principles taught in the Management By Strengths program provide us with tools we can use to improve any relationship. Past tensions should not prevent us from approaching our relationships in a more "considerate" way. Agreement may not come easily on substantive issues, but if we do not get to a point of considering the other person, agreement may never come at all. We'll simply go on putting up with people that we could be in agreement with.

This exercise will help you to look at a relationship in which you are “putting up with” someone more objectively and analytically. We'll start by identifying what about his/her behavior is causing the friction in the relationship. Then we'll look at that behavior from both sides of the coin ... from your point of view AND from their point of view. Finally we'll develop specific ways that your can better work with your “target person” to improve your relationship.