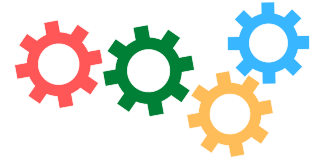


BEST PRACTICES TO BUILD RELATIONSHIPS



Whether you are looking to seek out mentors and sponsors, find a community of friends, or effectively work in a team, **knowing how to build effective relationships is one of the most important skills you can develop for success now and in the future.**

Great relationships are built on:



Here are some best practices for building effective relationships:

It's not about you, it's about them

Build trust by making it less about what you can get from another person and more about what you can learn and can offer to another person. Keep your commitments, respect confidentiality, and demonstrate a genuine interest in the other person and their experience.

It's all about connections

Develop rapport through a shared interest, experience, or common goal. And, be a connector. Look for ways you can be helpful by making introductions to resources, people, and opportunities.

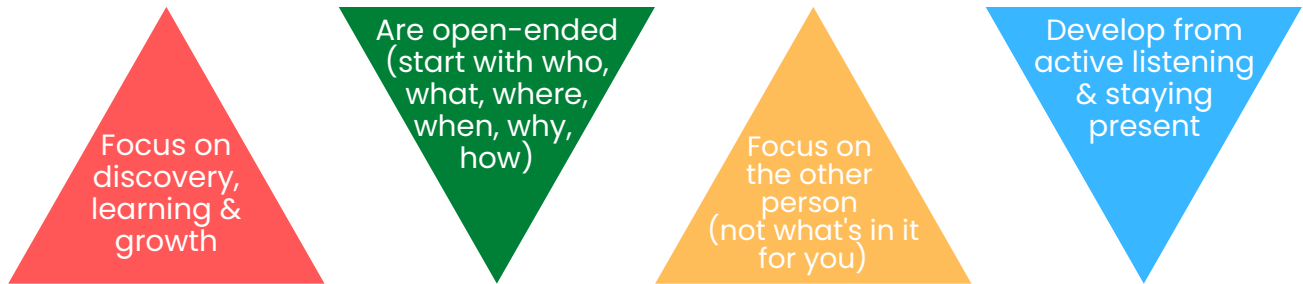
Practice and show empathy

Develop and demonstrate your capacity to understand, be aware of, and be sensitive to the feelings, thoughts, and experiences of another, which may differ from your own.







Be actively curious

Maintain a stance of active curiosity about another's experiences, feelings, challenges, and successes, by asking questions and practicing active listening.

Great relationships are built through one-on-one conversations. And great conversations are built by asking good questions. Good questions:



Put this COREFour Mentoring Skill into practice! Here's how:

-  Ask someone for a coffee chat, curiosity conversation, or catch-up.
-  Come prepared with 3 or 4 questions to get the conversation started, but let the conversation naturally develop out of genuine curiosity.
-  Keep your commitment to time and respect each other's schedules.
-  Follow-up with a thank you, acknowledgement, or connection to another resource.
-  Schedule a future conversation as appropriate.
-  Rinse and repeat!