A background image showing two hands, one from the left and one from the right, reaching towards each other. The hands are slightly out of focus, creating a soft, ethereal atmosphere. The lighting is bright and even, highlighting the skin tones and the texture of the hands.

Sugar and Spice and all that's nice

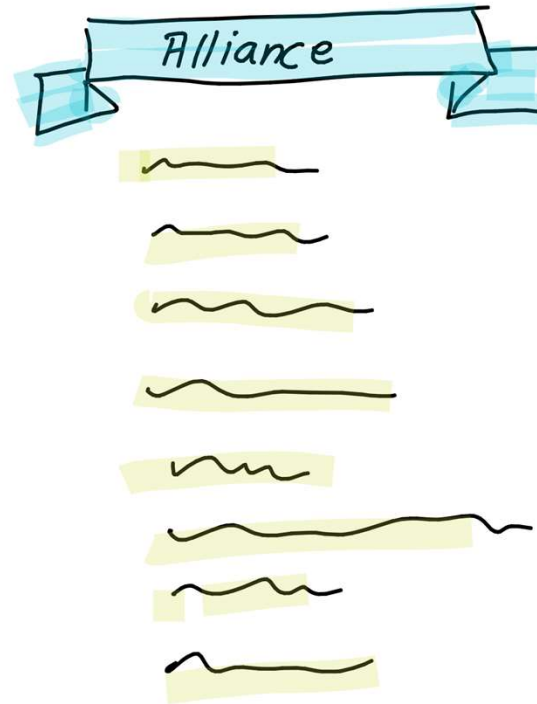
That's NOT what relationships are made of!

AGILE 2023 – ORLANDO

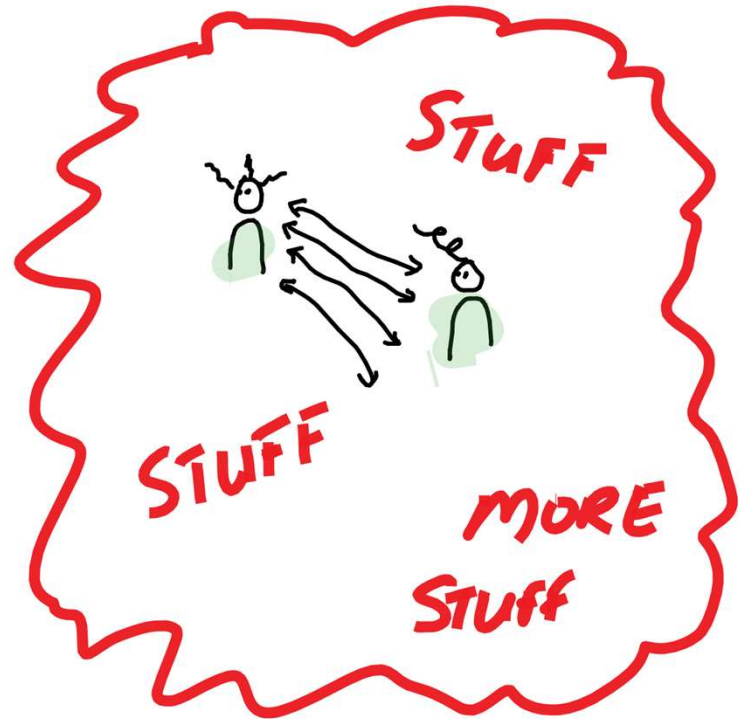
Antoinette Coetzee
24 July 2023

The nature of relationships

Creating relationships consciously



How we normally
see a relationship



Relationship as entity



VS.



ACTIVITY : Draw your relationship as a creature

- What is it? Is it something that exists in reality, is it mythical, or something that can only be imagined?
- What shape is it? Colour? Texture?
- How does it move? What feeds it?
- How would you describe its nature?
- What state is it in?
- If it had a theme song, or mantra, what would it be?





Practice

Imagine the 3rd Entity of your relationships on a regular basis, potentially with the people involved in the relationship and see where it is healthy and thriving, and what it needs from all those in the relationship to continue to be so. Or what needs to change.

Be clear about the actions for YOU to accomplish this

Creating Relationship

“

To be truly seen and heard, to be truly known, is a deep human need. Our hunger for it is so omnipresent, so much a part of our experience of life, that we no more know what it is we are missing than a fish knows it is wet.

...Charles Eisenstein

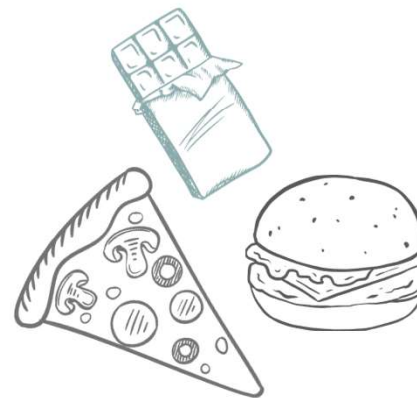
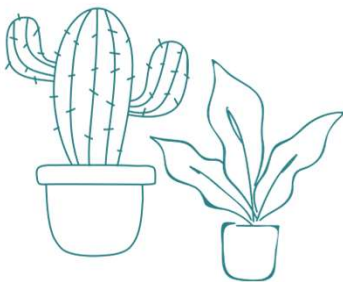
”

Building Trust, aka
Are you there for me?

1. Do I know you?

2. Are you a moral, ethical person?





Getting to know someone



Hand made

Do I really know you?



It starts with us
– we have to
allow
ourselves to
be known first



Feelings. The other F word...



“We are here to do a job”

What stands in the way of expressing emotions?

1. We don't want to be seen as emotional, especially at work

What are you feeling?

What stands in the way of expressing emotions?

1. We don't want to be seen as emotional, especially at work
2. We are not exactly clear what it is we are feeling



Practice

Start developing the practice of stopping in a free moment, when you are waiting for the elevator, or your coffee, or in traffic, the shower, before you fall asleep, and simply ask yourself :

WHAT AM I FEELING RIGHT NOW? And what do I feel underneath that feeling? And underneath that?

Don't be surprised if takes you between ten and fifteen minutes to get to the bottom of your feelings.

Once you become adept at feeling into your feelings when you are not triggered, expand your practice to moments when you get triggered.



"I FEEL THAT..."



Do you really?

think
"I FEEL THAT..."

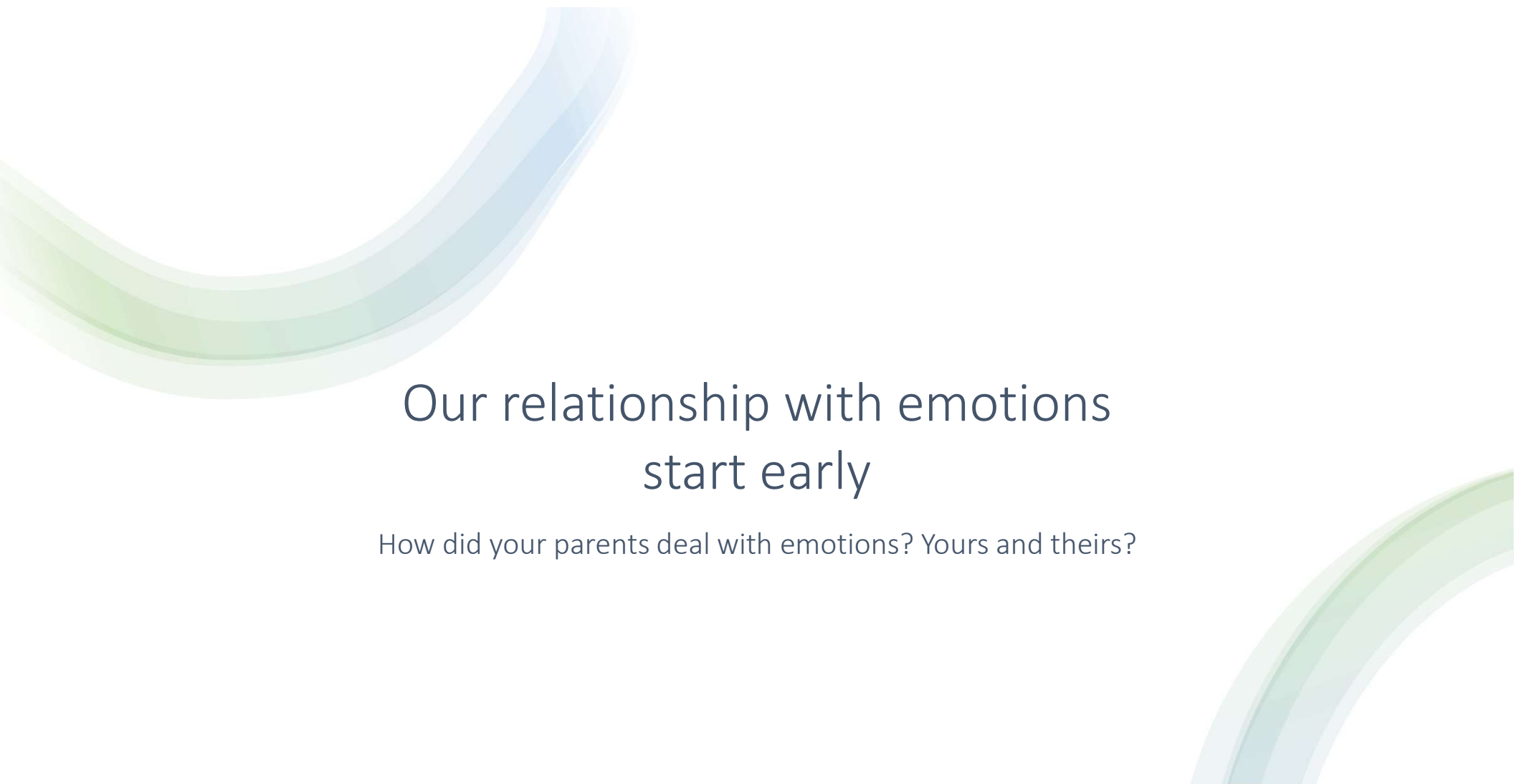
Not a feeling...



Practice

Start watching your language, paying attention to *how* you express your feelings. How hard is it for you to say “I am...” or “I feel...” and express the feeling directly?

Practice articulating what you are feeling in a clear and concise way.



Our relationship with emotions start early

How did your parents deal with emotions? Yours and theirs?

Emotion Dismissing Parents



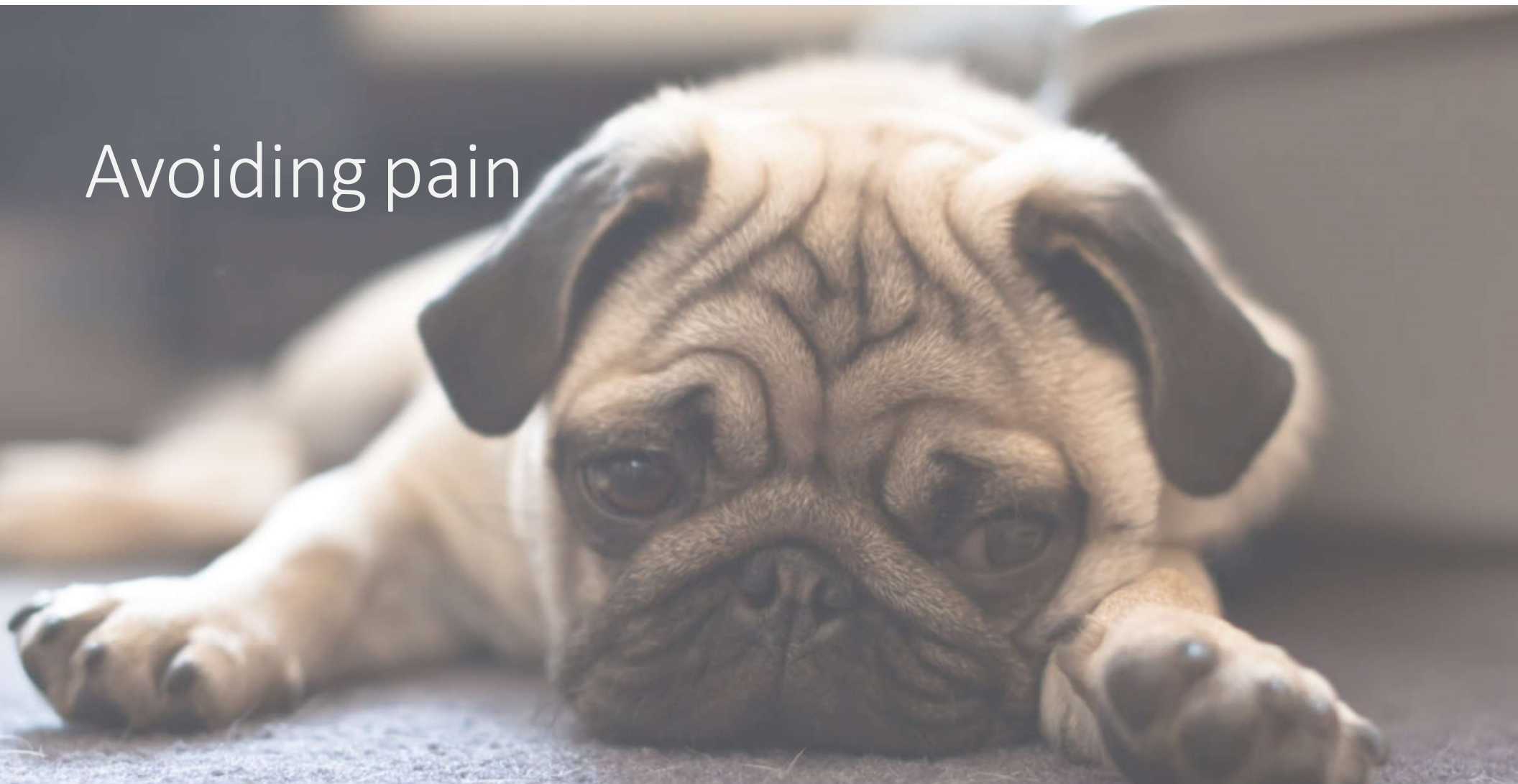
Emotion Coaching Parents



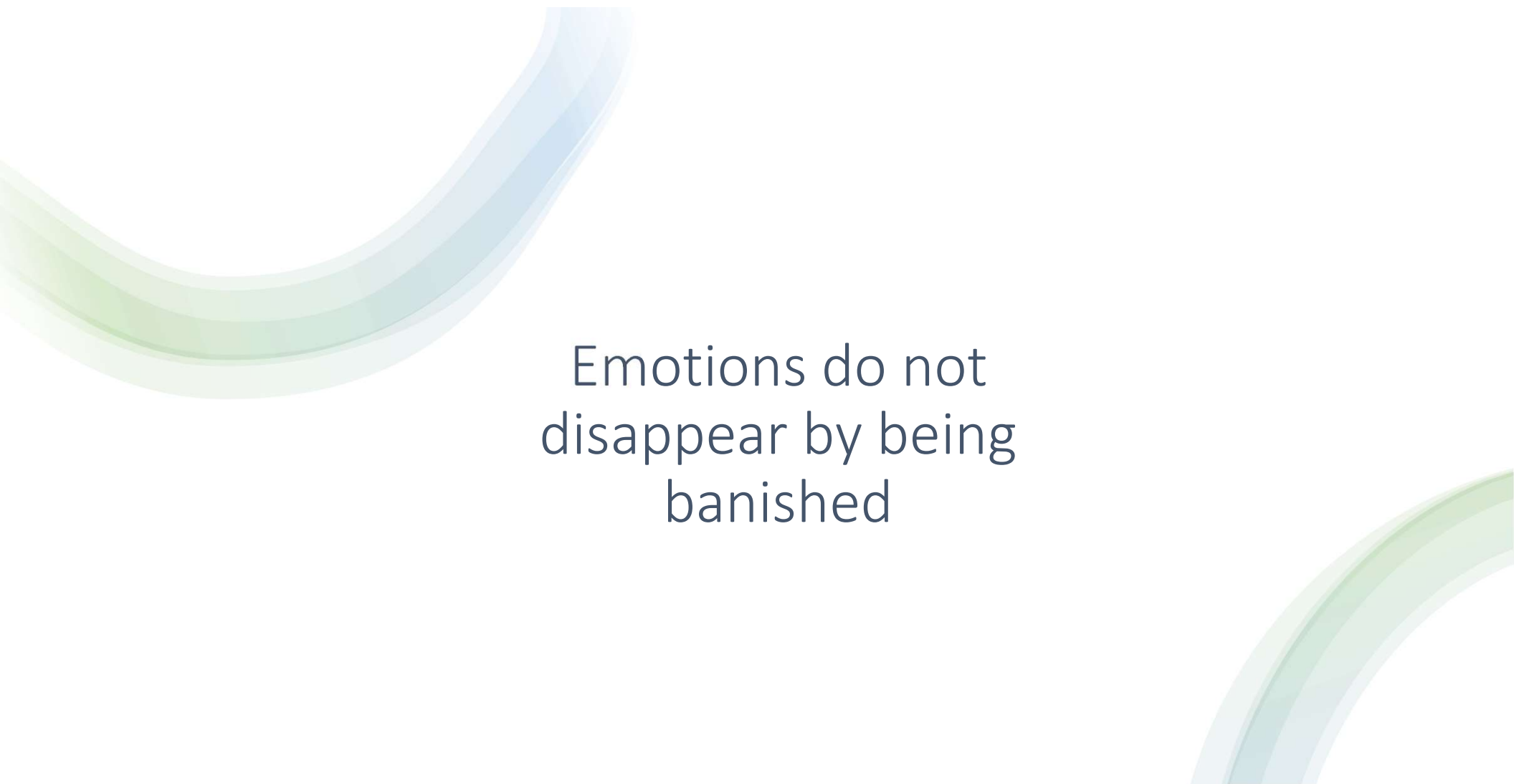
What stands in the way of expressing emotions?

1. We don't want to be seen as emotional, especially at work
2. We are not exactly clear what it is we are feeling
3. We judge our negative emotions

Avoiding pain



We are only truly
vulnerable when we
are *uncertain* how the
other person will
react to our sharing



Emotions do not
disappear by being
banished

What stands in the way of expressing emotions?

1. We don't want to be seen as emotional, especially at work

2. We are not exactly clear what it is we are feeling

3. We judge our negative emotions

4. We try to avoid pain, for ourselves and for others

If sharing negative emotions is the price, what is the prize?



So let's go back to that relationship...

- What information are you currently holding back that would strengthen your creature?
- Where is it easy for you to be vulnerable? What are the areas you struggle with?
- How long does it take you to share negative emotions in this relationship? What would make it easier?





Practice

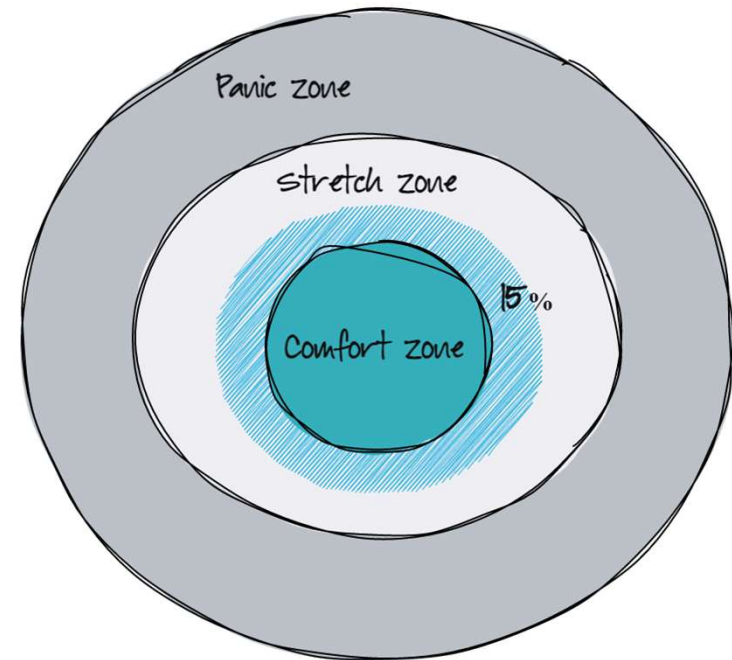
It is easier for us to be heard when we express negative emotions if we do it in a morally neutral way. Not making the other person wrong. A great practice to learn is Impact Feedback:

“When you [said/did] the impact of me was”

It helps to develop your feedback muscle by starting with positive feedback.

Practice

The 15% Rule



Helping others to be known

Listening

Level 1: Listening to respond

Level 2: Listening to hear, true listening

Curiosity vs advice

In closing...

Start thinking about your relationships as a separate entity from the people involved

Start to study and name what you are feeling

Accept what you are feeling, regardless

Share what is going on for you, *especially* if it is negative

Do so in a morally neutral way

Thank You

Antoinette Coetzee

antoinette@agilecoaching.co.za



agilecoaching.global