



An exclusive gift to the  
sundaebean.com community  
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# Building Positive Relationships

Purpose driven and Productive Networking



For practical strategies on networking authentically, listen to the *Expatriate Happy Hour* episode on [www.sundaebean.com](http://www.sundaebean.com) or [iTunes](#) featuring Marijo Bos.



Answer this



**What are your networking**



<b>Achiever®</b>	People strong in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.
<b>Activator®</b>	People strong in the Activator theme can make things happen by turning thoughts into action. They are often impatient.
<b>Adaptability®</b>	People strong in the Adaptability theme prefer to "go with the flow." They tend to be "now" people who take things as they come and discover the future one day at a time.
<b>Analytical®</b>	People strong in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.
<b>Arranger™</b>	People strong in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.
<b>Belief®</b>	People strong in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.
<b>Command®</b>	People strong in the Command theme have presence. They can take control of a situation and make decisions.
<b>Communication®</b>	People strong in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.
<b>Competition®</b>	People strong in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.
<b>Connectedness®</b>	People strong in the Connectedness theme have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.
<b>Consistency® / Fairness™</b>	People strong in the Consistency theme (also called Fairness in the first StrengthsFinder assessment) are keenly aware of the need to treat people the same. They try to treat everyone in the world fairly by setting up clear rules and adhering to them.
<b>Context®</b>	People strong in the Context theme enjoy thinking about the past. They understand the present by researching its history.
<b>Deliberative®</b>	People strong in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.
<b>Developer®</b>	People strong in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.
<b>Discipline™</b>	People strong in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.
<b>Empathy™</b>	People strong in the Empathy theme can sense the feelings of other people by imagining themselves in others' lives or others' situations.
<b>Focus™</b>	People strong in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.
<b>Futuristic®</b>	People strong in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.
<b>Harmony®</b>	People strong in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.
<b>Ideation®</b>	People strong in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.
<b>Inclusiveness® / Includer®</b>	People strong in the Inclusiveness theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.
<b>Individualization®</b>	People strong in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.
<b>Input®</b>	People strong in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.
<b>Intellection®</b>	People strong in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.
<b>Learner®</b>	People strong in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.
<b>Maximizer®</b>	People strong in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.
<b>Positivity®</b>	People strong in the Positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.
<b>Relator®</b>	People who are strong in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.
<b>Responsibility®</b>	People strong in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.
<b>Restorative®</b>	People strong in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.
<b>Self-Assurance®</b>	People strong in the Self-assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.
<b>Significance®</b>	People strong in the Significance theme want to be very important in the eyes of others. They are independent and want to be recognized.
<b>Strategic™</b>	People strong in the Strategic™ theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.
<b>Woo®</b>	People strong in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with another person.



Which styles can YOU use to connect?

1. Enthusiast
2. Visionary
3. Involver
4. Expert
5. Principled
6. Driver

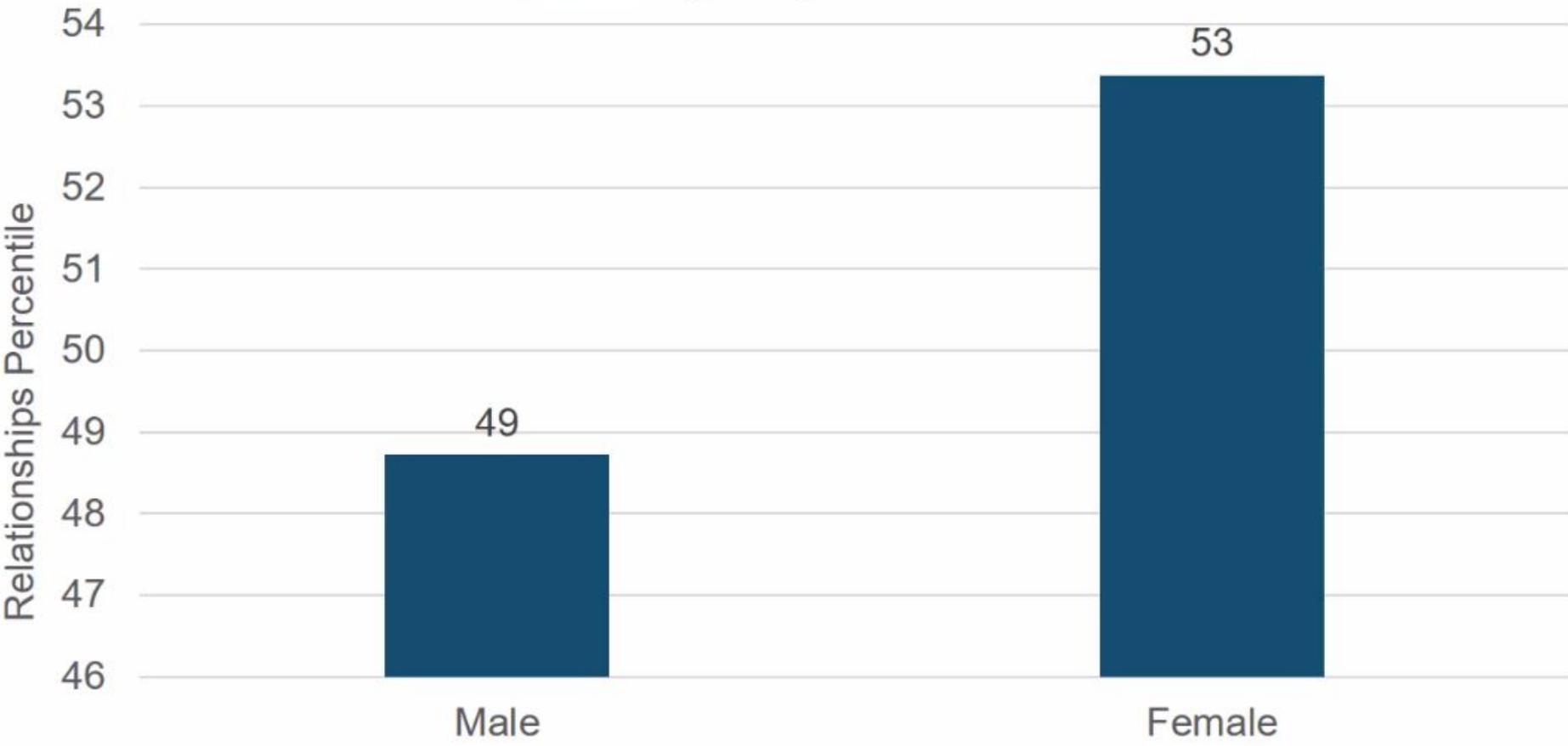
From *Now Discover Your Strengths* by Marcus Buckingham



# Relationship Building Matters

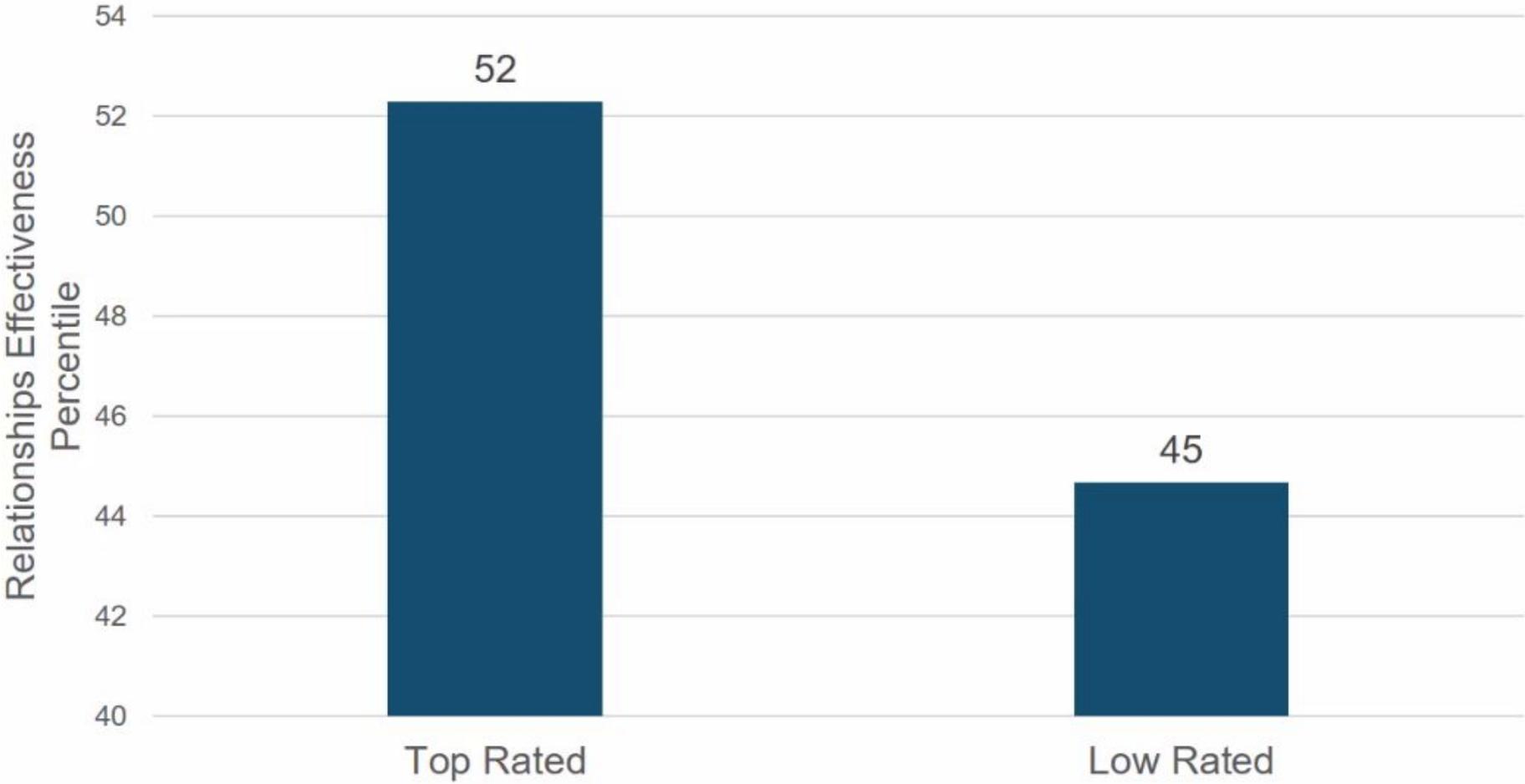
# Females Are Rated Significantly More Positively on Relationships

Relationships Comparing Males versus Females



Results based on 47,361 Global Leaders

# High Potential Leaders Were Rated as Significantly Better at Relationships



# WHY Network - Mindset

- ✓ We are hardwired to connect, are social creatures and respond to positivity
- ✓ Connecting is advancing knowledge (internal / external)
- ✓ Career management
- ✓ Fosters belonging and purpose
- ✓ Avoids being blind-sided in a complex world
- ✓ Builds competencies and technical expertise
- ✓ Builds external perspectives even when you are absorbed in your day to day job.





How

PRODUCTIVITY

# The Science Behind the Smile

FROM THE JANUARY-FEBRUARY 2012 ISSUE

 SUMMARY

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**H**arvard psychology professor Daniel Gilbert is widely known for his 2006 best seller, *Stumbling on Happiness*. His work reveals, among other things, the systematic mistakes we all make in imagining how happy (or miserable) we'll be. In this edited interview with HBR's Gardiner Morse, Gilbert surveys the field of happiness research and explores its frontiers.



# Trusted Relationships Matter in Networking

$$T = \frac{C + R + I}{S}$$

Explore this video on trust and how focusing on the other person is a big part of a successful equation:

<https://www.youtube.com/watch?v=gTkkC2ildfs>



# Listening and Curiosity are Key Networking Tools

- ✓ Take initiative
- ✓ Use Olympic Listening
- ✓ Ask powerful questions
- ✓ Stay Curious
- ✓ Find common ground
- ✓ Understand other people's needs – *Give before Taking*
- ✓ Follow up to nurture the relationship
- ✓ REMEMBER Trust Equation

## Olympic Style Listening:

Connecting

Clarifying

Respecting

Conveying

Regarding

Inquiring

Being

Affirming

**Pacing**

Simplifying

Reflecting

Sharing

Perspecting

Trusting



Start with an Overall Goal—figure out exactly what you want to get from your networking efforts, what types of relationships you want to add to your different “life buckets” and how best to attain it.

*i.e. Meet like-minded professionals, mutual exchange of expertise, learn new skills, expand my international relationships, laugh, new insights, innovation, improve on wellness / spiritual insights, open doors to new clients, customers, career, board opportunity.*

# Gamify Networking - Points System



Make networking simple and fun. Determine how many times a week you want to initiate relationship building tasks.

Tasks assigned value / points depending on difficulty

**1 POINT** >> Listen to *Expat Happy Hour* podcast episode on networking featuring Marijo Bos

**2 POINTS** >> Desktop networking. Establish a LinkedIn connection with authentic, giving notes, common interests / shared resources

**3 POINTS** >> LinkedIn connection with a stranger and personal note

**4 POINTS** >> Attend a network event, get a card, send follow-up email / LinkedIn personal note

**5 POINTS** >> Identify a highly relevant article / video / expertise to share with external contact to build appreciative, trusting connection

# Tactical Tips



- ✓ Follow-up with thoughtful / personal links to articles, YouTube videos, podcasts, books that are relevant to them
- ✓ If you receive an invitation to an event, forward it on to someone who might be interested
- ✓ GIVE FIRST, offer advice or insight or information
- ✓ The power of your company and personal brand on LinkedIn etc. --now is the time to connect with others!
- ✓ Admit vulnerabilities—honesty is the best policy and builds trust, have your pocket stories ready.
- ✓ Politely Excuse Yourself > “Hi Marijo, it was really nice to meet you, I’m going to let you meet other people at this event, but let’s connect on LinkedIn!”

# Additional resources



Check out these links for further exploration:

Marijo Bos—Influential Women in Business

<http://www.nquotient.com/2015/12/influential-women-in-business-marijo-bos/>

JobHero—Gamify Your Network

<http://blog.gojobhero.com/how-to-gamify-your-networking-and-take-it-to-the-next-level/>

Leadership Strengths Identifier Test

<http://www.strengthstest.com/strengthsfinderthemes/strengths-themes.html>

Gallup—Strengths of Leadership

<http://www.gallup.com/businessjournal/113956/Strengths-Leadership.aspx>