

We use cookies on this site to enhance your experience. By clicking any link on this page you are giving your consent for us to set cookies. Click here to learn more about our Cookie Policy.

NISA
The Association of
Learning Providers

Directory

Looking for training resources?

START HERE

OK, I agree

ABOUT US

ADVERTISE / EXHIBIT / SPONSOR

MEDIA KIT

SUBSCRIBE

CONTACT US

RSS FEED

SEARCH

training
THE SOURCE FOR PROFESSIONAL DEVELOPMENT



HOME

CURRENT ISSUE

PAST ISSUES

EVENTS

VIDEOS

PODCASTS

SUBSCRIBE

WEBINARS

TRAINING DAY BLOG

NEWSLETTER

FAQ

Training Conference & Expo

TechLearn Conference

Live+Online Certificates

Training Mag Network

Training Top 125

8 TIPS FOR DEVELOPING POSITIVE RELATIONSHIPS

By building positive relationships with others, we will be happier and more fulfilled and feel more supported, supportive, and connected.

Posted: March 21, 2013

Article Author: Lorri Freifeld

By Liggy Webb

The most important single ingredient in the formula of success is knowing how to get along with people.
—Theodore Roosevelt

One of the most profound experiences we can have in our lives is the connection we have with other human beings. Positive and supportive relationships will help us to feel healthier, happier, and more satisfied with our lives. So here are a few tips to help you to develop more positive and healthy relationships in all areas of your life:

1. Accept and celebrate differences. One of the biggest challenges we experience in relationships is that we are all different. We can perceive the world in many ways. Certainly a stumbling block that we come across when we try to build relationships is a desire or an expectation that people will think like we do and, in this way, it is so much easier to create a rapport. We feel more comfortable when we feel that people "get" us and can see our point of view. Life, however, would be very dull if we were all the same and, while we may find it initially easier, the novelty of sameness soon would wear off. So accepting and celebrating that we are all different is a great starting point.

2. Listen effectively. Listening is a crucial skill in boosting another person's self-esteem, the silent form of flattery that makes people feel supported and valued. Listening and understanding what others communicate to us is the most important part of successful interaction and vice versa.

Active or reflective listening is the single most useful and important listening skill. In active listening, we also are genuinely interested in understanding what the other person is thinking, feeling, wanting, or what the message means, and we are active in checking out our understanding before we respond with our own new message. We restate or paraphrase our understanding of their message and reflect it back to the sender for verification. This verification or feedback process is what distinguishes active listening and makes it effective.

3. Give people your time. Giving time to people is also a huge gift. In a world where time is of the essence and we are trying to fit in more than one lifetime, we don't always have the time to give to our loved ones, friends, and work colleagues. Technology has somewhat eroded our ability to build real rapport and we attempt to multi-task by texting and talking at the same time.

Being present in the time you give to people is also important, so that, when you are with someone, you are truly with someone and not dwelling in the past or worrying about the future. The connection we make with other people is the very touchstone of our existence, and devoting time, energy, and effort to developing and building relationships is one of the most valuable life skills.

4. Develop your communication skills. Communication occurs when someone understands you, not just when you speak. One of the biggest dangers with communication is that we can work on the assumption that the other person has understood the message we are trying to get across.

Poor communication in the workplace can lead to a culture of back stabbing and blame, which, in turn, can affect our stress levels, especially when we don't understand something or feel we have been misled. It also can have a positive effect on morale when it works well and motivates individuals to want to come into work and do a great job.

SPONSOR

TRAINING MAGAZINE EVENTS

Call For TechLearn Demos! *Training* magazine's fall TechLearn 2019 Conference (formerly Online Learning Conference), **Call for Demos:** Deadline Friday, March 8. This Call for Presenters is open specifically and exclusively to proposals that demonstrate effective use of learning technologies.

Training Live + Online **2019 Certificate Programs** are online! Training Live + Online brings our best Conference speakers to you online; no travel involved! Register a month in advance and **save \$150!** Courses include: Instructional Design; Online Virtual Trainer; Training Manager; Adobe Captivate; Small Bites Learning; Articulate Rise 360; Scenario Based Learning; and more! For full details, visit [Training Live + Online](#).

Need training on **Articulate Storyline**? *Training's* online certificate programs include two courses on Articulate Storyline. Start with Fundamentals and then take Next Level Design. Register for both at the same time and save an additional \$150! Learn more at [Training Live + Online](#).

Interested in speaking at our Conferences?

TechLearn
Conference 2019

Training 2020
conference & expo

Training
live+online

Innovations
in Training

5. Manage mobile technology. By now, pretty much everyone has a mobile phone and many people have two or more. When you are driving, it's a terrible distraction and an enormous liability. By clicking on a link on this page, you are giving us your email address and we will use it to contact you. You can click here to review our Cookie Policy.

6. Learn to give and take feedback. Feedback, in my opinion, is the food of progress, and while it may not always taste great, it can be very good for you. The ability to provide constructive feedback to others helps them to tap into their personal potential and can help to forge positive and mutually beneficial relationships. From your own personal perspective, any feedback you receive is free information and you can choose whether you want to take it on board or not. It can help you to tap into your blind spot and get a different perspective.

7. Learn to trust more. A long time ago, my brother and I had a philosophical debate about what was more important in a relationship—love, trust, or passion. I was a lot younger and more naive then and caught up in the heady rollercoaster of sensation seeking. I have grown to understand, however, that trust is hugely important in any relationship. Years later, I bought my brother a photograph of a little girl who was smiling and staring confidently at the camera with an elephant's foot just above her head. The caption was: "To trust is more important than love." I believe that sentiment is true because no love will last without equal amounts of respect and trust.

8. Develop empathy. There is a great expression that I learned a long time ago: "People will forget what you said, people will forget what you did, but people will never forget how you made them feel."

Empathy and understanding builds connection between people. It is a state of perceiving and relating to another person's feelings and needs without blaming, giving advice, or trying to fix the situation. Empathy also means "reading" another person's inner state and interpreting it in a way that will help the other person and offer support and develop mutual trust.

Every relationship we have can teach us something, and by building positive relationships with others, we will be happier and more fulfilled and feel more supported, supportive, and connected.

Quick Tips

Ensure that the relationship you have with yourself is a positive one.

Accept and celebrate the fact that we are all different.

Actively listen to hear what other people have to say.

Give people time and "be present" when you are with them.

Develop and work on your communication skills.

Manage mobile technology and be aware of its pitfalls.

Learn to give and take constructive feedback.

Open your heart and find the courage to trust.

Learn to be more understanding and empathetic.

Treat people as you would like to be treated yourself.

Liggy Webb is a specialist in the field of modern life skills. As a presenter, consultant, and author, she is passionate about her work and improving the quality of people's lives. She has researched and developed a range of techniques and strategies to help individuals and organizations to cope more effectively and successfully with the demands and challenges of modern living. Her Website www.liggywebb.com offers a range of downloadable complimentary toolkits and materials. For a free mini eBook of Webb's new book, "How To Be Happy," e-mail her at liggy@liggywebb.com

SPONSOR

OK, I agree

Looking for training resources?
START HERE

SPONSOR

100% online master's

**Coursework
in Training
& Development**

UWP | LEARN MORE

FREE WHITE PAPERS

How Richardson has transformed the game for sales training

How to Build a Revenue-Generating Training Business Through Modern Online Learning

Gearing up for success: Develop finance employees and an agile organization

The Future of Training

MOST READ TODAY

1. **How to Handle Customer Complaints**
2. **8 Tips for Developing Positive Relationships**
3. **5 Tips for Building Culture in a Remote Workforce**
4. **8 Golden Principles of Human Resources**
5. **10 Ways to Improve Your Management Skills**

TRAINING TOP 125

Why Apply for the Training Top 125?

Applying for the Training Top 125 can showcase your training effectiveness and help L&D earn a seat at the executive decision-making table. Learn more...

FROM THE EDITOR We use cookies on this site to enhance your experience. By clicking any link on this page you are giving your consent for us to set cookies. Click here to review our Cookie Policy.

Store Surge

Change Is in the Air

Upping the Ante

Workspace that Works

Brewing Motivation

A Leading Question



Click above for Training Magazine's current digital issue
Click here to subscribe!

TRAINING LIVE + ONLINE CERTIFICATE PROGRAMS



Now You Can Have Live Online Access to Training magazine's Most Popular Certificate Programs! Click [here](#) for more information.

EMERGING TRAINING LEADERS



Company Assets: 2017 Emerging Training Leaders

People are an organization's most valuable asset," the saying goes.



Rising Stars: The 2016 Emerging Training Leaders

The 2016 Emerging Training Leaders are leading lights at their organizations, shining examples of how strategic-minded, results focused, and people-oriented Learning and Development (L&D) professionals

2015 Emerging Training Leaders

2014 Emerging Training Leaders

TWITTER

OK, I agree

Tweets by @TrainingMagUS



Training Magazine
@TrainingMagUS

Building a Contemporary #
[ow.ly/vXYy30dc2N](#) Learning Ecosystem with
#Moodle & #Totara @eThinkEducation



24m



Training Magazine
@TrainingMagUS

A Trainer's Ticket to Boost Upskilling and Career Mobility
[@BobPikeGroup@CornerstoneInc](#)
#careermobility #trainingskills #training



Embed

View on Twitter

Tweets by @TrainingMagUS

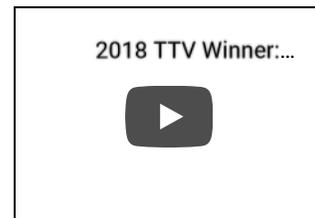
FEATURED VIDEOS



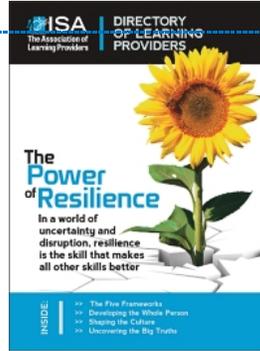
2018 TTV WINNER: VENDOR #1 - QUICK QUIZ! WHAT'S THE MOST IMPORTANT NUMBER AT GILEAD?

Posted: October 17, 2018

Training Systems Design for Gilead This training has helped Gilead employees remember the proper response in the event of an emergency and has improved employee situational awareness.



We use cookies on this site to enhance your experience. By clicking any link on this page you are giving your consent for us to set cookies. Click here to review our Cookie Policy.



2018 TTV WINNER: VENDOR #2 - PWC PURSUIT: WHAT CLIENTS HEAR

Posted: October 17, 2018

Cohn Creative Group for PwC Cohn Creative Group has worked with PwC over several years to create training materials for this sales methodology.

[MORE VIDEOS](#)

6 Steps to Build an Effective Talent Management Strategy

[Download Now](#)

Talent Strategy Playbook

