

## How to Build Powerful Partnerships

Research on workers in various settings has shown that great partners are more likely to share candid information, suggestions, and opinions, and to accept them without feeling threatened. They tolerate disagreements better than others. The good feelings great partners share make them more likely to cheer each other on.

Close partners are more committed to the goals of the group and work harder, regardless of the type of task. Group members who identify most closely with the team are more likely to monitor its performance against the goal.

Great partnerships don't just happen. When the 8 elements below combine, partnerships become not just effective in accomplishing the mission of the company, but also personally rewarding.

## The 8 Elements of Powerful Partnerships

Great partnerships don't just happen. Whether your joint mission is to build a successful company, coach a team improve the new generation of products, or any other worthy goal, all successful partnerships share the same crucial ingredients. In a hybrid world, being intentional about reinforcing all 8 elements is of essence.

When all these 8 elements combine, partnerships become not just essential/useful for accomplishing the mission, but also personally rewarding.

1

### Trust

Working with someone means taking risks. People don't do their best unless they trust their partners will. Without trust, it's easier to work alone, but far less efficient.

2

### Common Mission

When partnerships fail, it's often due to people pursuing separate agendas. When partners want the same thing, they will make the necessary sacrifices to see it through.

3

### Complementary Strengths

Everyone has weaknesses and blind spots that create obstacles that prevent us from reaching our goals. Individuals are not well-rounded, but teams can be.

4

### Acceptance

Differences in personality can lead to friction. personalities entail certain friction. This is a recipe for conflict, unless teams accept personal idiosyncrasies.

5

### Fairness

Humans have an natural need for fairness. Because the need for fairness runs deep, it is an essential quality of a strong partnership.

6

### Forgiveness

People are imperfect. They make mistakes. Without forgiveness, natural revenge will overpower all the reasons to continue a partnership, and it will dissolve.

7

### Communication

In the early stages of a partnership, communication prevents misunderstandings. Later, it drives efficiency by keeping people in sync.

8

### Unselfishness

The natural concern for one's own welfare transforms into gratification in seeing your coworkers succeed.

## The 8 Elements of Powerful Partnerships

Use the following questions to strengthen your partnerships:

1

### Trust

What does trust mean to each of us?

How will we keep strengthening trust between us?

2

### Common Mission

What is our common goal or shared purpose?

What will we do to support each other, making it a reality?

3

### Complementary Strengths

How are our strengths similar and how are they different?

How can we benefit from working together?

4

### Acceptance

What are the noticeable differences between us?

What might be difficult to accept?

5

### Fairness

What does fairness mean to each of us?

How will we ensure we are treating each other fairly?

6

### Forgiveness

If we make mistakes, how do we go about forgiving each other?

How do we make sure we have “cleared the air”?

7

### Communication

How often and how effectively do we communicate with each other?

How are you most often misunderstood?

8

### Unselfishness

How do we recognise and celebrate each other’s accomplishments?

How do we set each other up for success?