

Power, Presence & Relationships

Leading, Influencing & Thriving Without Losing Yourself



YOUR TAKE-AWAY GUIDE

"I matter. You matter. How we relate matters."

1. RELATIONAL INTELLIGENCE IS YOUR CAREER ADVANTAGE

Not about becoming nicer. About becoming more intentional — in how you show up, and in what you ask for.

2. THE EMOTIONAL BANK ACCOUNT — MANAGE IT ON PURPOSE

Every interaction is a deposit or a withdrawal. You judge yourself by intention; they experience you through behaviour.

ONE WITHDRAWAL, ONE DEPOSIT

Name one behaviour that costs you trust, and one that builds it.

3. THE 4 HABITS®

These behaviours are learnable, and with practice, they become more reliable under pressure:

Habit 1 — Be Curious, not Critical

Get better at recognising when a difference in personality or working style is being misread as bad intent, staying curious about it instead of jumping to judgement.

Habit 2 — Be Careful, not Crushing

Get better at handling conflict and disagreement in ways that protect psychological safety and minimise relational damage.

Habit 3 — Ask, don't Assume

Get better at noticing your own assumptions and biases, and building alignment by asking what really matters to people.

Habit 4 — Connect, before you Correct

Get better at making people feel genuinely valued, not just recognised, to build commitment and make room for candour.

4. MANAGE THE CHIMP — RESPOND, DON'T REACT

Fight, flight, freeze or fawn are signals, not character flaws. H.A.L.T., breathe, and regulate before you respond.

LASER — a repeatable way through difficult conversations

Listen deeply	<i>Am I listening to this person, or listening through my interpretation of them?</i>
Ask for clarity	<i>This is what I hear you saying is the concern — did I get that right?</i>
Speak gently	<i>Power under control: clarity and care.</i>
Explore changes	<i>What's the ask? What does success require from both of us now?</i>
Restore warmth	<i>Don't solve the task and leave relational debris behind.</i>

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Know the difference

Aggression	<i>I matter. You don't.</i>
Passivity	<i>You matter. I don't.</i>
Relational assertiveness	<i>I matter AND you matter.</i>

PERSONAL REFLECTION

Who do I need to become more curious about?

5. KNOW YOUR BOUNDARIES — YOUR AGENDA, NOT JUST THEIRS

No one can respect boundaries you don't set. Boundaries protect quality, health and consistency — not just your calendar.

A QUIET MOMENT — WHAT DO YOU WANT?

CAREER What do I want to be doing, learning, earning or influencing over the next 2–3 years?

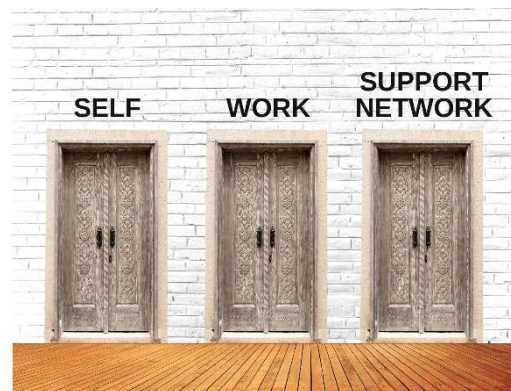
RELATIONSHIPS Who needs to be part of that journey?

LIFE What don't I want to sacrifice in order to succeed?

"You cannot intentionally protect a life you haven't intentionally defined."

The 3 Big ASKs

- **Ask of Self** — "What do I really want?"
- **Ask of Work** — "What do I need to perform and progress?"
- **Ask of Support Network** — "How can we share the load and support each other better?"



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WHICH CONVERSATION DO YOU KNOW YOU NEED TO HAVE NOW?

Ask of Self / Ask of Work / Ask of Support Network — circle one, and note the first sentence you'll open with.

PEACE Boundaries

P	<i>Prioritise the morning routine</i>
E	<i>Establish clear focus time</i>
A	<i>Arrange 1-on-1 time for key relationships</i>
C	<i>Carve out 'me time'</i>
E	<i>Engage your support network</i>

Pick one PEACE boundary to act on this month. What conversation does it require, and with whom?

Before You Go

"You don't control how everybody else turns up. But you can become extraordinarily intentional about how you do."

Personal Commitments

I WILL START

I WILL STOP

I WILL CONTINUE

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I WILL CHANGE

WHAT IS ONE THING YOU WILL DO DIFFERENTLY BECAUSE OF THIS CONVERSATION TODAY?

Dr. Andrea Taylor-Cummings · The 4 Habits Institute

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