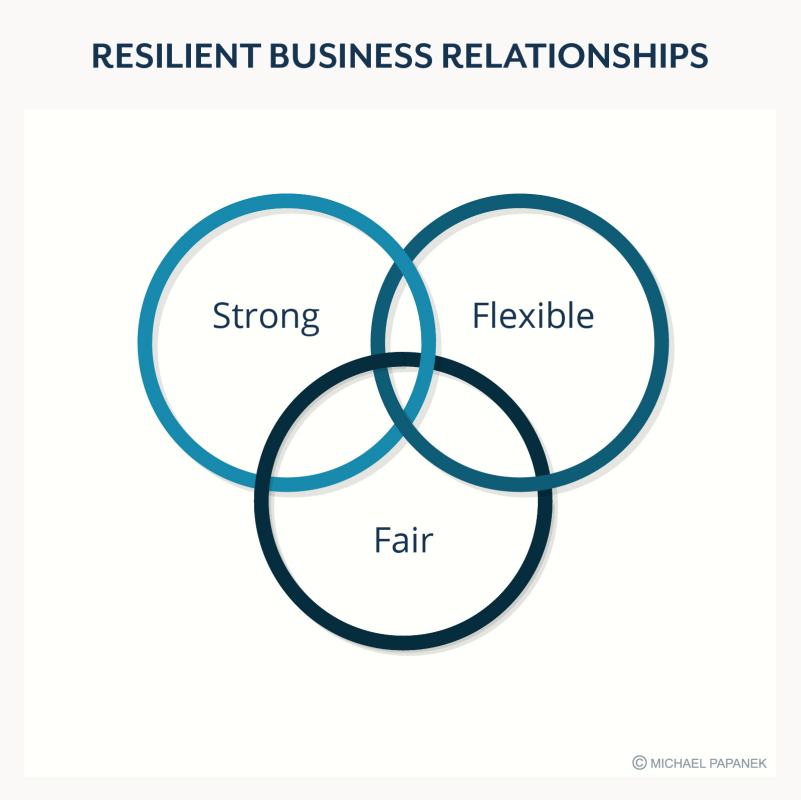
MICHAELPAPANEK
Lead with resilient relationships

Results for:
LAMI
Jun 02 2025

Thank you for completing this assessment tool. This tool assesses the resilience of a team or group, based on their business relationships across three key dimensions:

1. Are the relationships on the team Strong and creating value?
2. Are the relationships Flexible and able to deal with stress and change?
3. Are the relationships on the team Fair to all the people involved?



This tool does not assess individual personalities or types. You are likely to have a different result for different teams or groups, depending on the context and your role and membership on that team.

For the most useful information, please have all the people on the team take the assessment on their own, and then discuss the results with each other so you can identify differences in perceptions and find new ways to increase the resilience of the business relationships.

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The business relationships on this team tend to be:
Productive

Somewhat Flexible **Somewhat Fair** **Very Strong**

Productive

It seems this team is producing business results that are of value, but it may not be as resilient as needed, as it is neither flexible nor fair, and therefore will go into breakdown under too much stress and heat. Your first step will be to build agreement within the team on the need for change. Start to gather feedback, first from individuals and then as a group, on what is not working and what needs to change. You might focus on getting to know each other more deeply as people and begin to discuss unaddressed issues, so you can together identify ways to increase fairness and become more flexible. Then use your current top priority business goals to practice new behaviors for conflict, decision-making and collaboration. Use this link to return to the on-line course "Agile Leadership."

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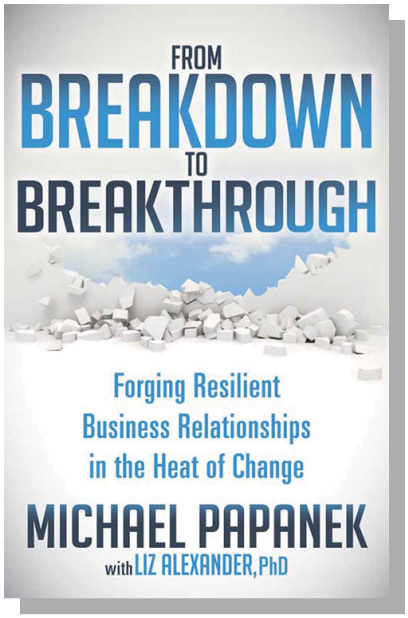

For the full version of this assessment, as well as strategies and practical tools for creating resilient business relationships - with customers, teams and whole organizations - read Michael Papanek's new book "From Breakdown to Breakthrough: Forging Resilient Business Relationships in the Heat of Change".

For assistance making your key business relationships unbreakable, please contact me at michael@michaelpapanek.com, or visit my website at michaelpapanek.com.

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