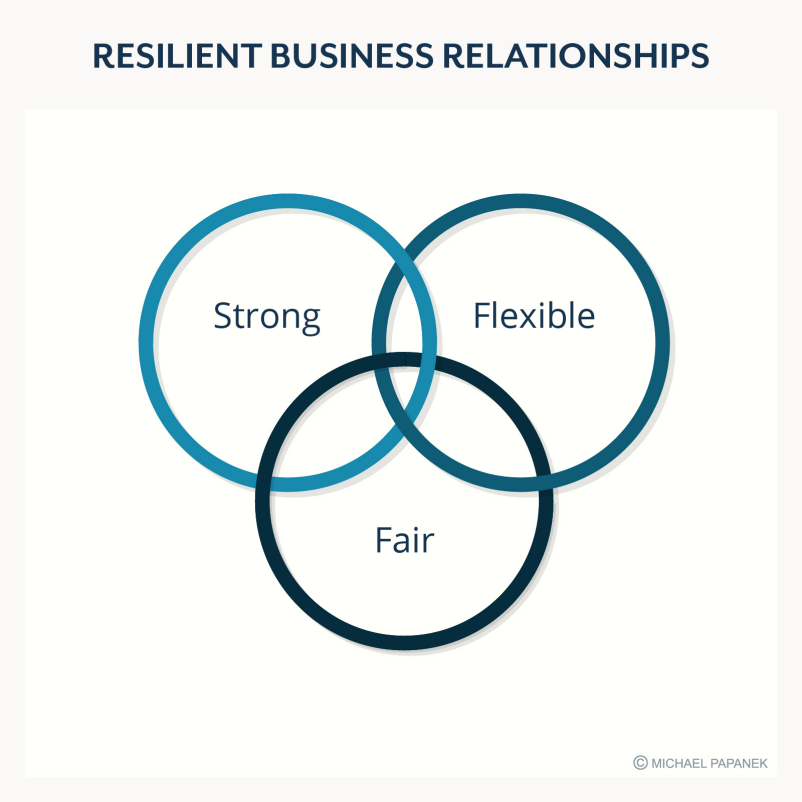
MICHAELPAPANEK
Lead with resilient relationships

Results for:
SM
Jan 25 2023

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: Rigid

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

Rigid

This team produces valuable results for both parties, but may breakdown when faced with too much stress or change. While it seems you have good connections with each other based on mutual respect, you may not be able to change quickly enough to survive rapidly changing conditions. Your first step will be to build agreement within the team on the need for change. You might want to exchange more feedback so you can together identify ways to become more flexible, innovative and able try new ideas. You may also need to clarify and agree on your values as a team, and your vision of success. 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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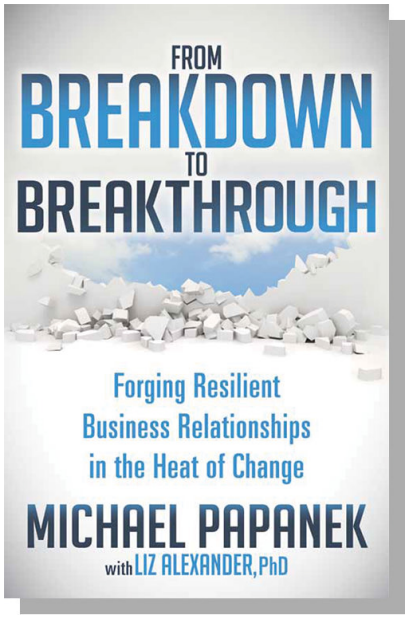

For the full version of this assessment, as well as strategies and practical tools for creating resilient business relationships - with customers, teams and whole organizations - read Michael Papanek's new book "From Breakdown to Breakthrough: Forging Resilient Business Relationships in the Heat of Change".

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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