

The Science of Us:

Understanding & Improving Relationships



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We are social creatures.



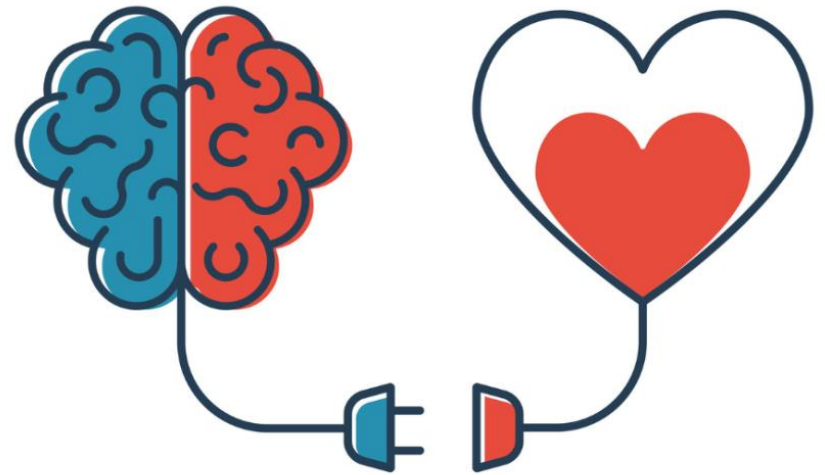
Things to Remember



- The brain is a pattern seeking device.
- Optimal learning & development takes place in the context of relationships.

Emotional Intelligence

- Self-Awareness
- Self-Management
- Social Awareness
- Social Skills



First Things First

- State
- Story
- Strategies

(Robbins, 2013)

STATE

First Things First



Understanding the importance of
self-management .

DISCLAIMER

The presenter of this content is a flawed human that struggles daily with stress & self-management.

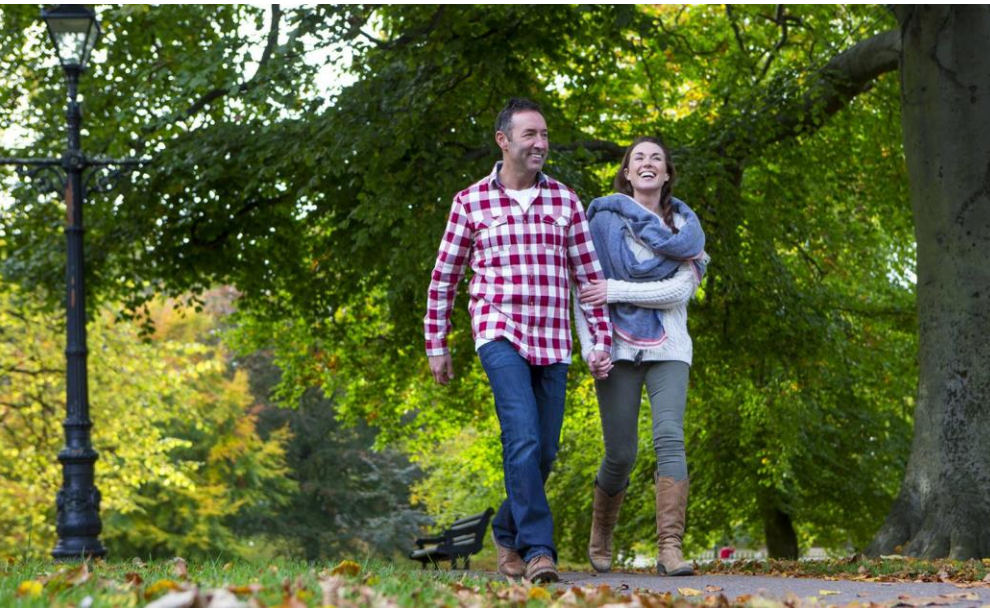
Pushing my buttons...



Co-Regulation

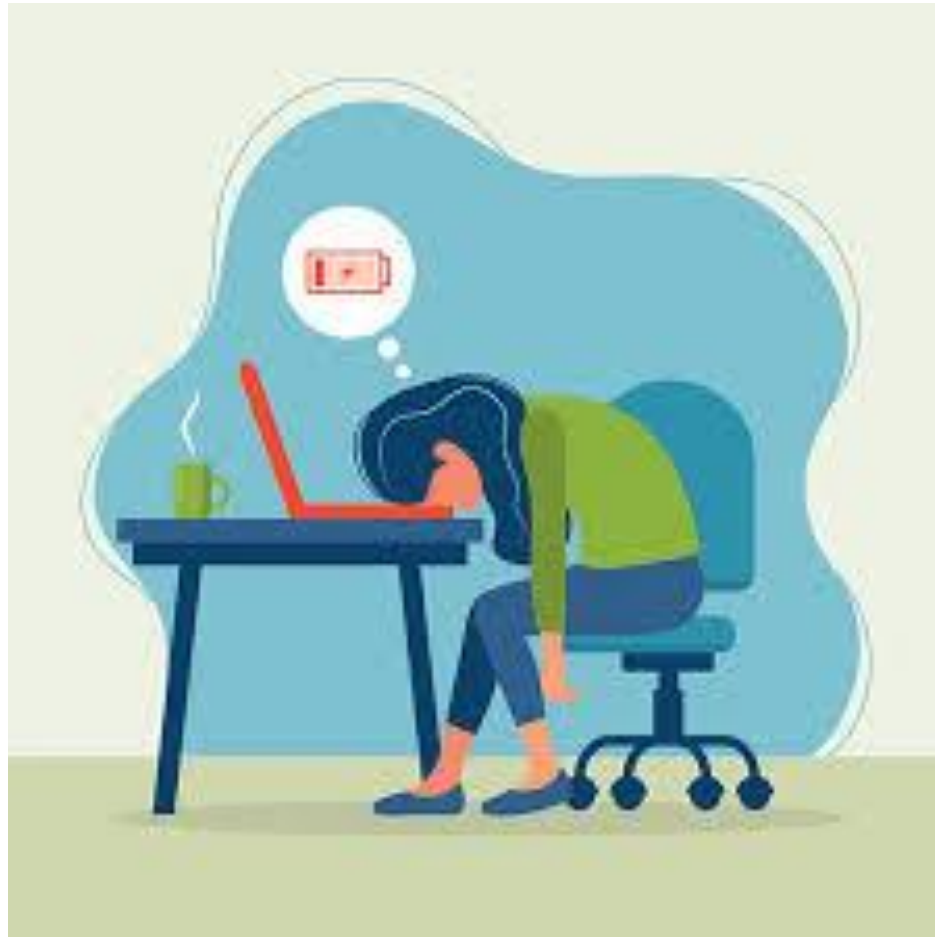
Calm is contagious....
Chaos is too!

Relaxation vs. Optimization



More than walks & warm baths

Regulatory Fatigue



HALLT

What is your intellectual & emotional diet?

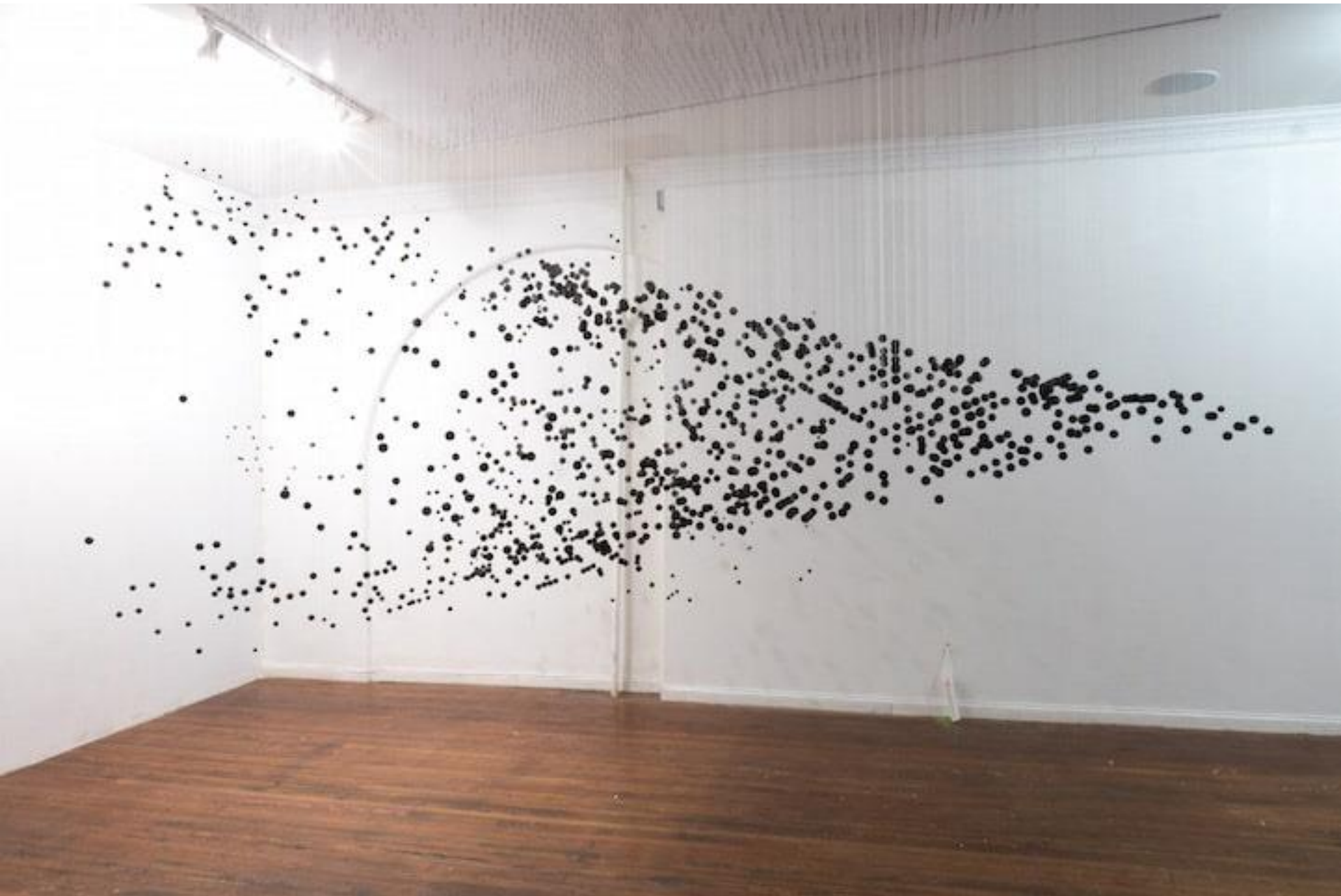


“Control the controllables”

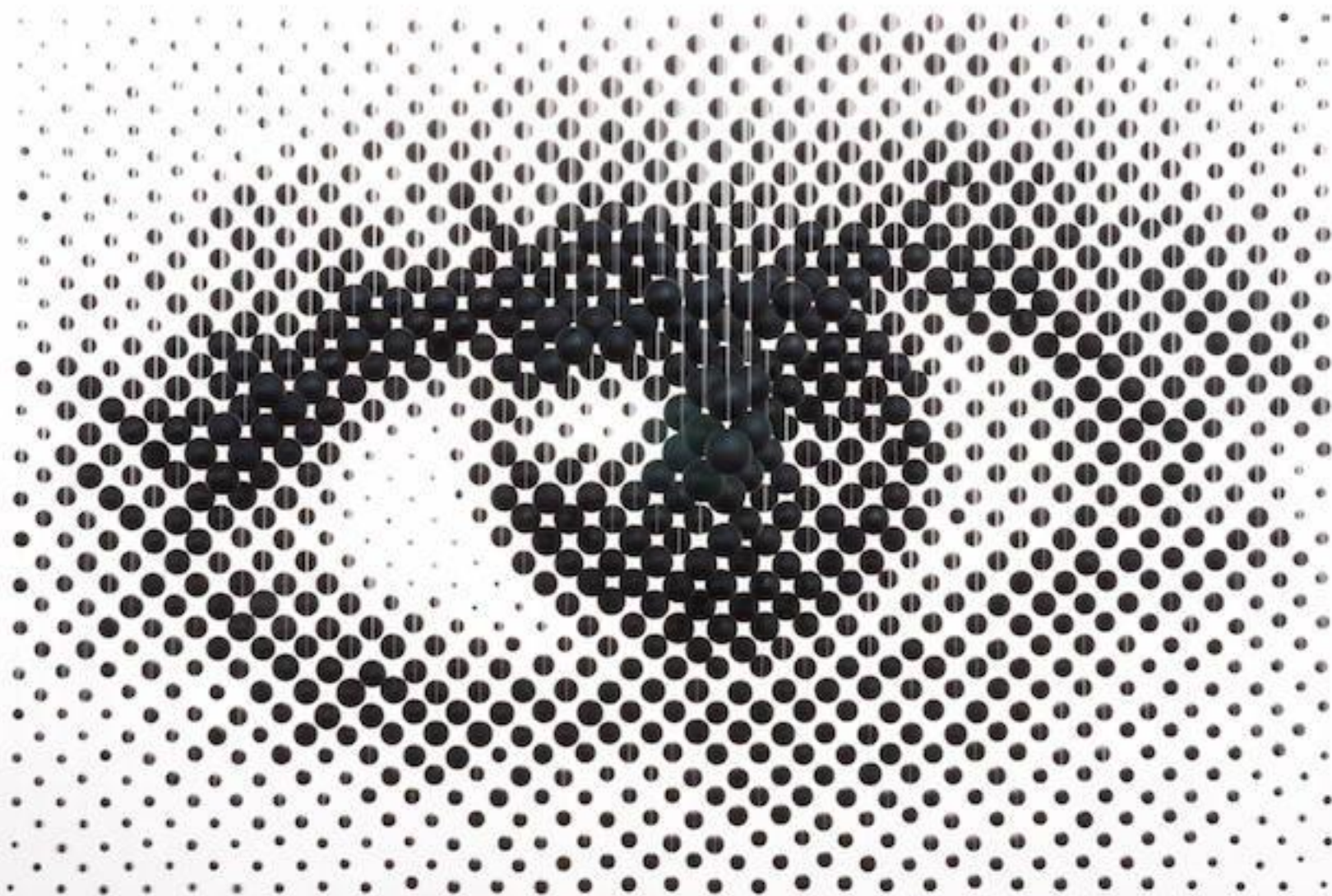
Step 1: Organize

Step 2: Prioritize

STORY



Michael Murphy



What's wrong with people these days?

vs.

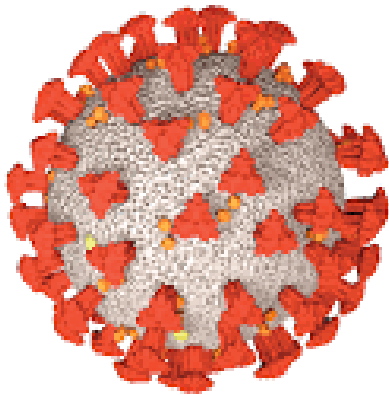
What do people need these days?

The “Lasso Way”





Understanding Today



COVID-19



What is the goal?



Acceptance vs. Growth

STRATEGY

First Things First

We cannot make people learn or behave. We can only create environments where they are more likely to do so.

Gottman's Principles

- The Masters and Disasters
- Startup
- The Four Horseman of the Apocalypse
- Positive Sentiment
- Shared Meaning



Startup

- The Magic 15 Minutes
 - Harsh Startup
 - Easy Startup
- What you can do
 - Set the tone
 - Have a smart agenda



The Four Horseman of the Apocalypse

- Criticism
- Defensiveness
- Disrespect & Contempt
- Stonewalling



Criticism

- Disasters
 - Pointing out symptoms
 - “You always do this!”
 - Black and White Thinking
- Masters
 - Soft start-up
 - Use “I” statements
 - Express positive need
 - Focus on the problem and not the person



Defensiveness

- Types
 - Righteous Indignation
 - Playing the Victim
- Masters
 - Accept responsibility for at least part of the problem.



Disrespect & Contempt

- Top predictor of divorce
- Disasters
 - Feeling Superior
 - Talking Down
 - Name Calling
- Masters
 - Respect & Affection
 - Encouragement & Acknowledgement
 - Looking for things to appreciate.



contempt

lip corner tightened
and raised on only one
side of face

Stonewalling

- Disasters
 - Emotional Withdraw
 - Verbally and Nonverbally Unresponsive
 - Commonly Results in the “Big Guns”
- Masters
 - Take a Break
 - Dialogue
 - Challenge Without Resentment



Which horseman is you favorite?



Which horseman irritates you the most?

An Environment of Collaboration

1. Enhance Colleague/Student Maps

- Your understanding of your peers.
- Ask Questions (50% Rule)

2. Fondness & Admiration

- Respect vs. Agreement
- Attention to Detail

3. Turning Toward

- Bids for Attention
- Communication Circles



Creating a Positive Sentiment

- Masters
 - 5 Positive: 1 Negative
- Disasters
 - 0.8 Positive: 1 Negative
 - They know what to expect from this relationship.
- Positive Sentiment Override
 - Relationship Resilience
 - Being a good person is not good enough.

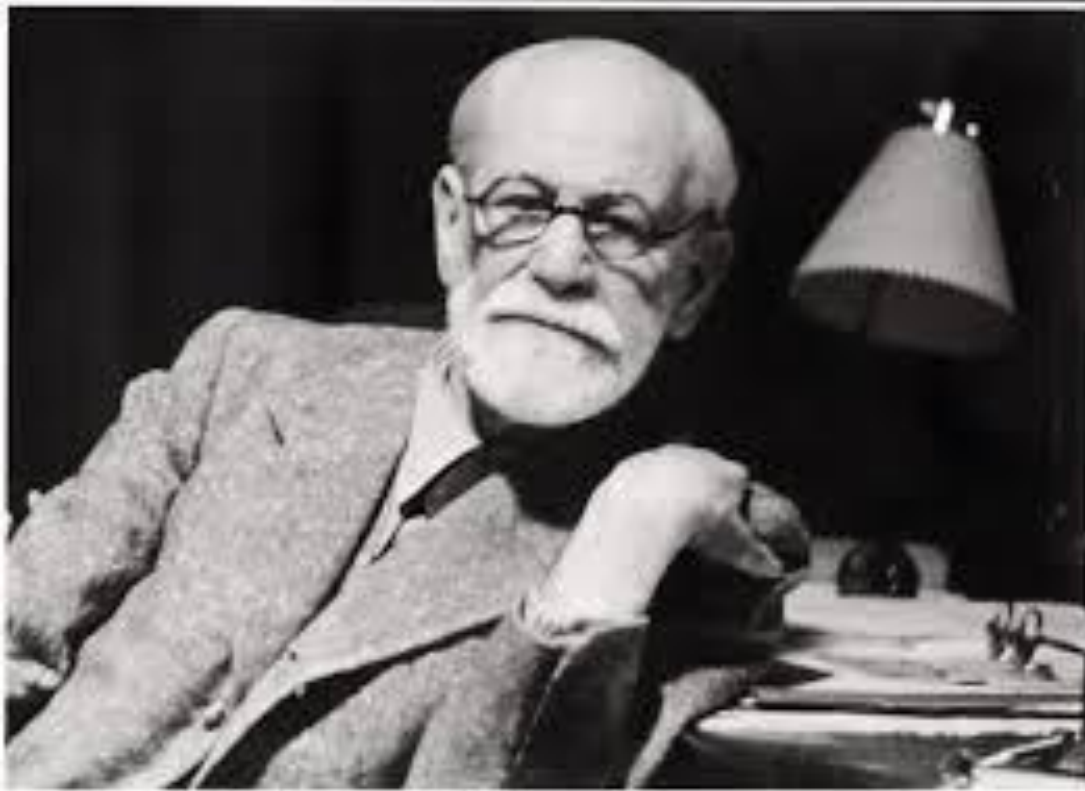


What can you do better?



Now What?

Good or Great?



Good Enough?

What do people need
these days?

Make things
just a little
better.

Stay Connected!

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