



Feedback Report

Relational Health Audit

Richard Marshall and Denise Debutante



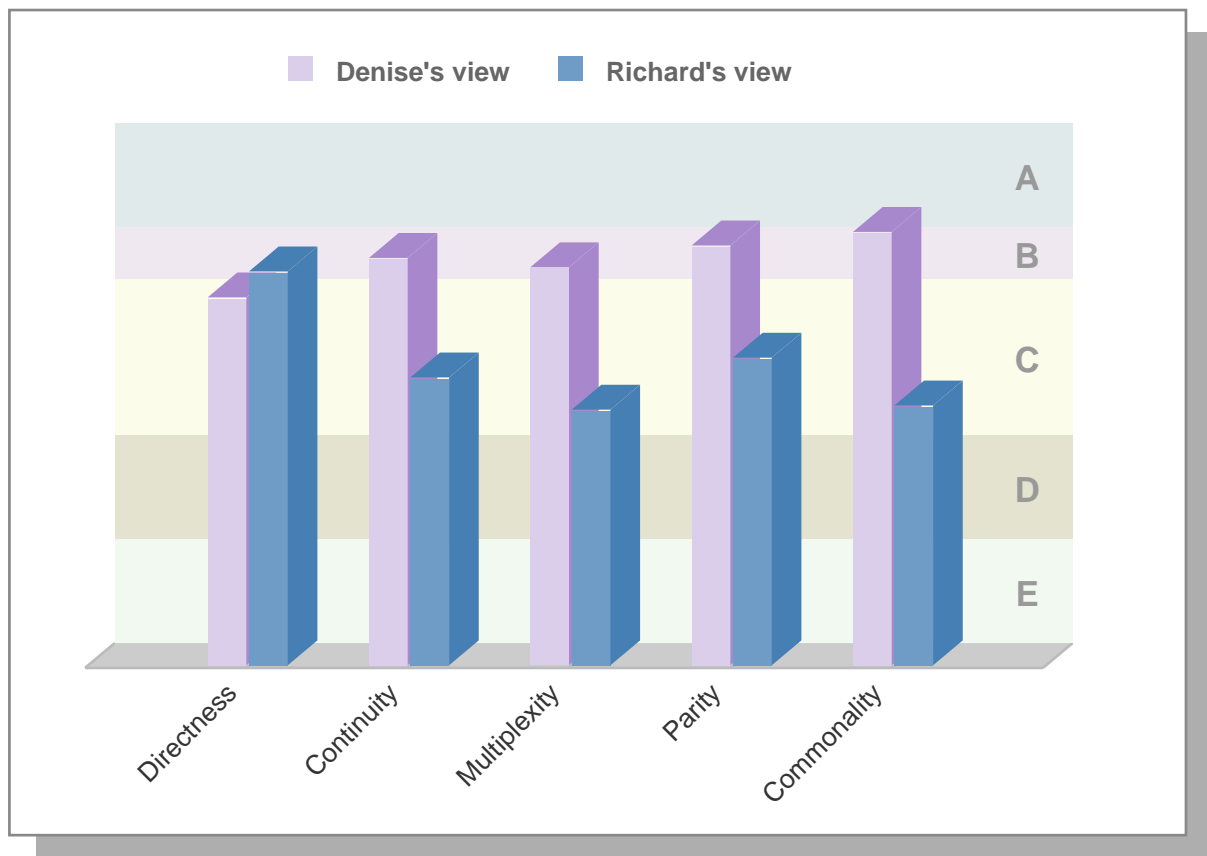
Feedback Report

Relational Health Audit: Version A

Richard Marshall and Denise Debutante

This report is based on the answers from both respondents to the the RHA paired questionnaire. Below is a graphical representation of the results grouped into five major areas. Each area is described in the following pages together with a more detailed breakdown of the results.

To understand the scores in each area, remember that the scale used to answer the items was 1-6 and the summary scores below have averaged these so that the results are also on the scale 1-6. Scores above 4 suggest a broadly positive view of the relationship. Scores below 4 suggest an area where some improvement would benefit the relationship.



You will see that, for ease of interpretation, the scores in the graph above have been graded from A to E as shown by the coloured bands. The grades can be interpreted as follows:

- A: a very positive strength in the relationship (scores above 5)
- B: a strength in the relationship (scores between 4 and 5)
- C: an area that is generally working well in the relationship (scores between 3.0 and 3.9)
- D: an area to strengthen in the relationship (scores between 2.0 and 2.9)
- E: an area that is not working well in the relationship (scores below 2)

Descriptions of the five domains

The five relationship areas are described in detail below.

Directness

This area describes how we encounter (contact, communicate and connect with) others, whether they be individuals, groups or organisations. An encounter allows different levels of exchange and the nature of that encounter influences the depth of the connection and the quality of communication processes. Circumstances and choice influence the different kinds of encounter we experience and these have an impact on the connection that develops in the relationship.

We can think of contact into two ways - 'unmediated contact' (when all the verbal and non-verbal communication channels are open, such as when meeting face-to-face) and 'mediated contact' (where some element of filtering is involved such as when using a translator or when using technology such as phone or email). Getting the right kinds of contact in the right proportions is important for building a strong relationship.

Directness is subdivided into 3 main areas:

- Quantity of contact (the balance between unmediated and mediated contact and whether the forms of contact are appropriate and suited to the nature of the relationship).
- Quality of communication (the clarity and effectiveness of communication and whether it is open and transparent)
- The consequences and impact (the degree of intellectual and / or emotional connection)

Continuity

This area describes how encounters become relationships. A relationship requires time together over a period of time in order to build a shared storyline. This allows the present to be understood in the light of the relationship's past and in expectation of its future. A relationship that has built a sense of continuity has something which endures from one encounter to another, creating a thread between them - people, information, places, purposes, memories, expectations, and so on - which is significant and shared between the participants in the relationship.

Continuity is subdivided into 3 main areas:

- Foundations and history (one's perceptions concerning the length of time spent together plus the challenges caused by gaps and interruptions)
- Anticipations of the future (the expectation of continuation and stability and of the resilience and sustainability of the relationship)
- Consequences and impact (the similarity and significance of a shared story plus the sense loyalty and roots)

Multiplexity

This area describes how much we know of another person across a breadth of different situations and challenges. Our knowledge of the other person will always be imperfect and incomplete, but strong relationships are based on good understanding (and appreciation) of the true and authentic 'self'. Gaps in our knowledge of others create the potential for missed opportunities and misunderstanding. We may not know what the other could contribute or we might make false assumptions about their capacity.

Broader-based knowledge also helps us to 'read' the person - to understand the reasons for their reactions or to predict their responses - as well as helping us to be confident that our views of the

person are accurate. By accessing varied sources of information in different contexts (for example, work, home or leisure) it is more likely that mutual knowledge in a relationship will be authentic, complete and verified.

The sense of being known and accepted can be an important experience of relationships: to be known only in part is to be present only in part. Different levels of multiplexity are appropriate in different circumstances but the strongest relationships are those in which multiplexity is high.

Multiplexity is subdivided into 3 main areas:

- Breadth of understanding (the extent to which knowledge of the other is based on a wide variety of situations, whether it is first-hand or second-hand and whether it incorporates also an understanding of the other person's culture, values and reactions to pressure).
- Depth of understanding (how well people know each other and whether their knowledge of each other allows explanation and prediction and awareness of each other's full range of skills and talents).
- Acceptance and appreciation across all areas (and whether the appreciation is two-way - i.e. both "I appreciate you" and "you appreciate me").

Parity

This area describes how power and influence are exercised in the relationship. Power, which can take many forms, enables one person or organisation to make another act in a certain way. The distribution and use of power in a relationship influences the ability and willingness of both parties to engage in and contribute to shared activities and the building of the relationship. It also influences the distribution of risks and rewards in a relationship as well as the extent to which a relationship is experienced as fair. A sense of fairness in the relationship is based on the development of mutual respect and this is based upon a positive valuing of each other's contributions. Disengagement, abuse of power, and negative or defensive reactions are the possible consequences of an absence of respect.

Parity is subdivided into 3 main areas:

- The degree of participation (the ability to act without fear or recrimination, the confidence that one will be consulted and listened to)
- The evaluation of fairness (a sense of fairness in terms both of effort and influence and in terms of risks which are taken and rewards received)
- The development of respect (for the person, for what they stand for and for what they contribute)

Commonality

This area describes 'purpose' in the relationship and the extent to which it is shared by the two parties. A common purpose influences how we view others in the relationship and is the reason for action and, in many cases, for the further development of the relationship. Commonality defines a bottom line since the extent to which a purpose is shared (in terms of depth, breadth and degree of alignment) influences both the rationale for being in the relationship and also the conduct of that relationship.

Commonality of purpose does not preclude the differences and diversity that enrich a relationship. If such differences are valued, this will lead to better decision making (in contrast to the 'groupthink' approach where all are encouraged to hold the same view). High commonality increases the energy and commitment to shared goals whilst at the same time not allowing these to be undermined by competing and divergent interests or obligations.

Commonality of purpose leads to a sense of synergy in which there is the feeling that more can be achieved than by either party alone. It also leads to a sense of unity: the feeling that both are 'on the same side'. The partners in a relationship feel that their purposes are aligned and that challenges and differences can be better managed and their relationship thus strengthened.

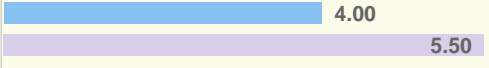
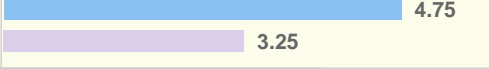
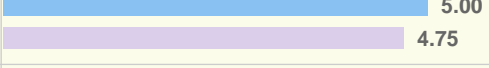
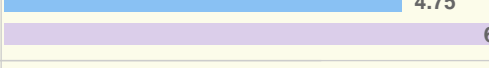
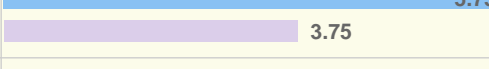
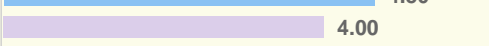
Commonality is subdivided into 3 main areas:

- Common goals (in terms of the short-term and long-term focus and considering also both the alignment and the potential divergence of goals)
- Overlap and commitment (clarity concerning goals and how they fit within the broader set of priorities plus the energy and commitment that is shown in reaching the goal)
- Synergy and Unity (the energy that is created for both the task and the relationship plus the unity that is felt by a convergence of values and spirit)

In the following sections of the report, your scores for each of these five areas are shown in more detail. For each area, the graph shows your detailed scores each of you obtained for each of 6 relationship dimensions within that area. The text following the graph then interprets these scores in terms of your own individual perceptions of the relationship.

Directness

Directness describes the nature of your encounters (contact, communication and connection) with each other. Richard's overall rating of this dimension was 4.79 and Denise's was 4.54.

Sub-area	Dimension	Score	Blue = Richard's view . . . Mauve = Denise's view
Quantity	Contact	B A	 4.00 5.50
	Access	B C	 4.75 3.25
Quality	Functionality	B B	 5.00 4.75
	Style and tone	B A	 4.75 6.00
Connection	Intellectual	A C	 5.75 3.75
	Emotional	B B	 4.50 4.00

QUANTITY: This area looks at the amount of contact between the two of you and whether this is appropriate for the relationship. Do you each feel there could be more or less of certain kinds of contact and do you feel you have access to each other when you need it? Are you able to make contact sufficiently quickly when it is important to do so?

Richard's view	Denise's view
<p>The level of face-to-face contact between Denise and myself meets our needs and is appropriate. I find that we generally have enough time to cover what is important and that we do so in person rather than indirectly. Nevertheless, the level of mediated contact (email, text, phone, third parties etc.) between Denise and myself is not always sufficient. In order to improve our communication we could use such channels more.</p> <p>I appreciate the ease of access I have to Denise and her time. I find it easy to meet her face-to-face when I feel it is important to do so and I do not experience any avoidance or find that unnecessary difficulties are put in the way. Furthermore, as regards non-face-to-face communication, I find it easy to get in touch and to get a timely response. I do not experience any avoidance or unnecessary difficulties are put in the way.</p>	<p>The level of face-to-face contact between Richard and myself meets our needs and is appropriate. I find that we generally have enough time to cover what is important and that we do so in person rather than indirectly. Furthermore, the level of mediated contact (email, text, phone, third parties etc.) between Richard and myself meets our needs and is appropriate. Such indirect communications still allows us to cover what is necessary and important.</p> <p>I appreciate the ease of access I have to Richard and his time. I find it easy to meet him face-to-face when I feel it is important to do so and I do not experience any avoidance or find that unnecessary difficulties are put in the way. Nevertheless, as regards non-face-to-face communication, I experience considerable difficulty in getting in touch with Richard. There are often times when I find him unnecessarily slow in getting back to me. It makes me feel that unnecessary difficulties are put in the way</p>

QUALITY: This area looks at the effectiveness of your communication with each other. Are conversations and messages sufficiently clear and understood? Do you talk at cross purposes? How well do you use the time? Are there hidden agendas or are important things left unsaid?

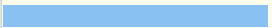

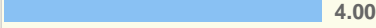

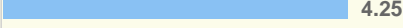

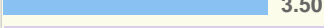
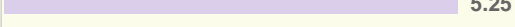
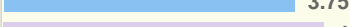
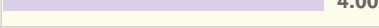
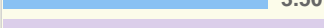
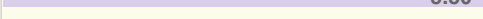
Richard's view	Denise's view
<p>When we communicate we tend know what each other is saying or means. Our messages are clear and we rarely talk at cross-purposes. Furthermore, we use the time we have well and our communications are generally effective, focussed and to the point.</p> <p>Our communications are clear and transparent. We have few hidden agendas and there is an atmosphere of openness and honesty. Furthermore, in this relationship there is a genuine attempt to listen and understand which goes beyond the words and we tend to read each other's thoughts and feelings as well.</p>	<p>Denise's view of this area of the relationship was largely the same as Richard's.</p>

CONNECTION: This area looks at the degree of connection created by the contact you have with each other. How much do you feel stimulated by the contact you have? Does this remain at an intellectual level or is there an emotional empathy and connection as well?

Richard's view	Denise's view
<p>The discussions we have are intellectually stimulating. I find that we bounce around ideas in a way that feels exciting and rewarding. Furthermore, the contact we have stimulates new and creative thoughts. When we are together there is a great sense of curiosity and exploration of new ideas.</p> <p>I feel a real sense of being on the same wavelength as Denise. This goes beyond intellectual understanding and agreement and involves a deeper sense of emotional connection. However, although the contact we have is sometimes quite supportive, there could be a greater sense of being acknowledged and significant in this relationship.</p>	<p>The discussions we have are intellectually stimulating. I find that we bounce around ideas in a way that feels exciting and rewarding. In addition, the contact we have can sometimes stimulate new and creative thoughts. When we are together there is sometimes a sense of curiosity and exploration of new ideas.</p> <p>I feel a real sense of being on the same wavelength as Richard. This goes beyond intellectual understanding and agreement and involves a deeper sense of emotional connection. However, although the contact we have is sometimes quite supportive, there could be a greater sense of being acknowledged and significant in this relationship.</p>

Continuity

Continuity describes how the time spent with each other (past, present or anticipated for the future) becomes a relationship with a shared storyline. Richard's overall rating of this dimension was 3.77 and Denise's was 4.92.

Sub-area	Dimension	Score	Blue = Richard's view . . . Mauve = Denise's view
Foundations	Duration	C	 3.50
		A	 5.25
	Interruptions	B	 4.00
		B	 4.17
Anticipations	Stability	B	 4.25
		A	 5.75
	Sustainability	C	 3.50
		A	 5.25
Belonging	Shared story	C	 3.75
		B	 4.00
	Roots	C	 3.50
		A	 5.50

FOUNDATIONS: This area looks at your history and sense of continuity in the relationship. Do you regard the relationship as having existed over a significant period of time? Do you feel it is continuing to develop even if there have been gaps and interruptions - and how well do you manage the gaps?

Richard's view	Denise's view
<p>We have known each other over a period of time but have only shared a limited number of important experiences which are beginning to create a great sense of continuity and history. Furthermore, the contact we have is continually evolving and progressing as we continue to get to know each other better.</p> <p>Our relationship has only experienced a limited amount of separation and low contact and so has not (yet) been particularly tested in that way. Furthermore, even after periods of minimal contact, it seems that our relationship can just pick up where we left off - giving a real sense of continuity in spite of periods of separation.</p>	<p>We have known each other over a significant period during which we have shared important experiences thus creating a sense of continuity and history. Furthermore, the contact we have is continually evolving and progressing as we continue to get to know each other better.</p> <p>Our relationship has involved significant periods when we have not been in close contact although it is unclear whether this is due to circumstances or simple neglect. However, our relationship is not yet at the stage where we can connect quickly even after periods of minimal contact.</p>

ANTICIPATIONS: This area looks at your anticipated future together. Do you feel there is sufficient stability in your relationship such that you expect it to continue - in spite of potential changes in jobs, roles or geography? Do you feel optimistic that you will be able to overcome difficulties, survive disagreements and continue growing together?





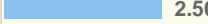

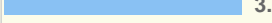

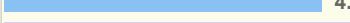
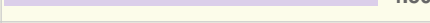
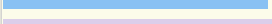

Richard's view	Denise's view
<p>I am unsure as to whether this relationship has a long future which will continue beyond our immediate circumstances and roles. Furthermore, I feel Denise is a consistent personality. Even after a break, I am clear about who I am about to meet and this helps the continuity and development of this relationship.</p> <p>Our relationship has a foundation which gives me some confidence in its ability to survive a certain level of difficulty and disagreements but there is still work to be done to develop a stronger foundation for continuity. However, I am unsure about how much more to expect from this relationship. Perhaps it has got a little stuck in a rut and needs something if it is to continue to evolve and grow.</p>	<p>My expectation is that this relationship has a long future which will continue beyond our immediate circumstances and roles. Furthermore, I feel Richard is a consistent personality. Even after a break, I am clear about who I am about to meet and this helps the continuity and development of this relationship.</p> <p>Our relationship has a strong foundation which gives me confidence in its ability to survive difficult times and disagreements. I do not believe it will be easily shaken by circumstances and pressures. Furthermore, I anticipate that our relationship will continue to evolve and grow over time.</p>

BELONGING: This area looks at how much you feel that you share a common perception of your relationship and its importance to each of you together with the contribution it makes to any feeling of roots that you may have. Would you both describe the relationship in similar ways? To what extent is there a sense of loyalty and belonging between you?

Richard's view	Denise's view
<p>I believe we share a common view of how our relationship has grown and what it means to each of us. In other words, the story we would tell about it would be very similar. In reality though, my relationship with Denise is largely peripheral to my life and if I told my life story it would not be much altered if she were not mentioned.</p> <p>My relationship with Denise does not contribute significantly to my sense of belonging. Any sense of continuity and roots is created outside this relationship. Furthermore, my relationship with Denise has developed in such a way that I feel a deep sense of commitment and loyalty towards her.</p>	<p>I am unsure about how much we share a common view of how our relationship has grown and what it means to each of us. It could be interesting to check the overlap in the story we tell about it. However, my relationship with Richard is a significant part of my life and my life story would be seriously incomplete without describing his part in it.</p> <p>My relationship with Richard contributes significantly to creating my sense of belonging. It is part of what gives me a sense of continuity and roots. Furthermore, my relationship with Richard has developed in such a way that I feel a deep sense of commitment and loyalty towards him.</p>

Multiplexity

Multiplexity describes the range of different situations and experiences that have so far been part of your relationship together and have influenced your understanding and appreciation of each other. Richard's overall rating of this dimension was 3.46 and Denise's was 4.83.

Sub-area	Dimension	Score	Blue = Richard's view . . . Mauve = Denise's view
Breadth	Variety of situations	B	 4.25
		C	 3.25
	Variety of demands	C	 3.25
		A	 5.75
Depth	Predicting	D	 2.50
		A	 6.00
	Accessing	C	 3.25
		B	 4.75
Appreciation	Knowing and appreciating	B	 4.00
		B	 4.50
	Being known and appreciated	C	 3.50
		B	 4.75

BREADTH: This area looks at the range of knowledge between you have about each other. Have you seen each other behave in many varied situations facing different kinds of challenges? Is what each of you knows about each other confirmed by other people? Are you knowledgeable about each other's cultural background and deeper sets of values?

Richard's view	Denise's view
<p>I have had the opportunity to get to know Denise from seeing her in a wide variety of different contexts and circumstances. However, I have had some opportunity to get to know Denise through the eyes of other people who know her well. I therefore feel I have a partial knowledge of who Denise is and what she does in the various parts of her life.</p> <p>I have had the opportunity to see Denise facing a number of pressures and challenges. I therefore feel I am getting to know how she will react to different situations. Furthermore, I have had some opportunity to get to know about Denise's background and culture. This has given me a little insight into her wider interests and values.</p>	<p>My knowledge of Richard is based on observing him in a number of different circumstances but I have not yet had the opportunity to get to know him across a broad range of different contexts. However, I have had some opportunity to get to know Richard through the eyes of other people who know him well. I therefore feel I have a partial knowledge of who Richard is and what he does in the various parts of his life.</p> <p>I have had the opportunity to see Richard facing a variety of pressures and challenges and feel that I have a good knowledge of his range of styles and reaction. Furthermore, I have had the opportunity to get to know a fair deal about Richard's background and culture. This has given me a good insight into his wider interests and values.</p>

DEPTH: This area looks at whether the knowledge each of you has about the other leads to a good understanding of why they act as they do. Can you predict how each other will react to a wide range of circumstances? Could you each accurately identify the full range of skills and talents the other has to contribute?

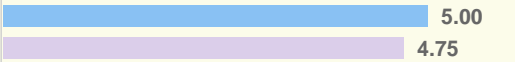
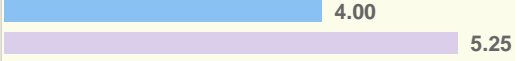
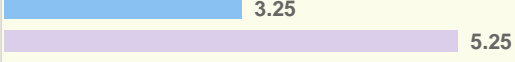
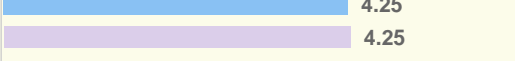
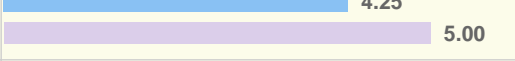
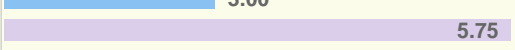
Richard's view	Denise's view
<p>The knowledge I have gathered about Denise in different circumstances has given me some understanding of why she behaves and reacts as she does. However, I do not feel that I have any real insight into Denise and so it would be difficult for me to predict how she would behave and react in different circumstances.</p> <p>I have been able to learn about some of Denise's wider range of skills and talents other than those she uses in our immediate circumstances. This makes it possible for me to describe at least some of the contributions she could make in different circumstances. Furthermore, I believe Denise recognises some of my wider range of skills and talents other than those I use in our immediate circumstances. This makes me confident that she could begin to describe the kinds of contributions I could make in different circumstances but not to adequately represent my full capabilities.</p>	<p>The knowledge I have gathered about Richard in different circumstances has given me a good understanding of why he behaves and reacts as he does. Furthermore, I have gained a good deal of insight about Richard in different circumstances which allows me to predict fairly accurately how he will behave and react in different circumstances.</p> <p>I have been able to learn a lot about Richard's wider range of skills and talents other than those he uses in our immediate circumstances. This makes me confident that I could describe the kinds of contributions he could make in different circumstances. Furthermore, I believe Richard recognises some of my wider range of skills and talents other than those I use in our immediate circumstances. This makes me confident that he could begin to describe the kinds of contributions I could make in different circumstances but not to adequately represent my full capabilities.</p>

APPRECIATION: This area looks at the degree to which each of you feels known and appreciated. Are there areas that remain a bit of a mystery? Might either of you fail to appreciate particular aspects of the other's personality? Is there an element of caution or mistrust between the two of you?

Richard's view	Denise's view
<p>Our contact together gives me some confidence that I am getting to know who Denise is and what she stands for. Furthermore, I believe I know enough of the true and authentic Denise whom I have learnt to trust and appreciate for who she really is.</p> <p>Our contact together gives me some confidence that Denise is getting to know the true and authentic me. Furthermore, I believe Denise is beginning to trust and appreciate me for who I really am.</p>	<p>From the contact we have had I am confident that I know a lot about who Richard is and what he stands for. Furthermore, I believe I know enough of the true and authentic Richard whom I have learnt to trust and appreciate for who he really is.</p> <p>Our contact together gives me some confidence that Richard is getting to know the true and authentic me. Furthermore, I believe Richard trusts and appreciates me for who I really am.</p>

Parity

Parity describes how the use of power and influence has created a sense of fairness and respect in your relationship with each other. Richard's overall rating of this dimension was 3.96 and Denise's was 5.04.

Sub-area	Dimension	Score	Blue = Richard's view . . . Mauve = Denise's view
Participation	Freedom to choose	B	 5.00 4.75
		B	
	Involvement	B	 4.00 5.25
		A	
Fairness	Fairness of contribution	C	 3.25 5.25
		A	
	Fairness of return	B	 4.25 4.25
		B	
Respect	Respecting yourself	B	 4.25 5.00
		B	
	Being respected	C	 3.00 5.75
		A	

PARTICIPATION: This area looks at the degree of control, autonomy and support that exists in the relationship. Do each of feel that you can take initiative without fear of recrimination from the other? Are you involved and consulted appropriately? Do each of you feel that your voice listened to and that you can have an influence where appropriate? Do you feel heard?

Richard's view	Denise's view
<p>In Denise's company, I generally feel free to take initiatives and do what I consider to be useful and important without being over-controlled by her needs, comments or expectations. On the other hand though, I do not expect her to be critical and so do not anticipate disapproval, recrimination or blame from her.</p> <p>Denise usually keeps me informed about decisions and activities that affect me and so only occasionally do I feel left in the dark. Furthermore, when I express my opinions, I feel that they are listened to, valued and that I do influence both direction and actions.</p>	<p>In Richard's company, I feel some level of freedom to take initiatives and to do what I consider to be useful and important. However, at times I feel a little over-controlled by his needs, comments or expectations. On the other hand though, I do not expect him to be critical and so do not anticipate disapproval, recrimination or blame from him.</p> <p>Richard keeps me well-informed about decisions and activities that affect me and I rarely feel left in the dark. Furthermore, when I express my opinions, I feel that they are listened to, valued and that I do influence both direction and actions.</p>

FAIRNESS: This area looks at the underlying sense of fairness in the relationship. Do you each feel that the other's contributions in terms of activity and effort are appropriate and fair? Does either party exercise excessive power and influence? Who gets the credit? Are the risks and rewards fairly attributed or allocated?

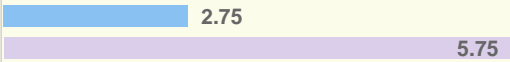
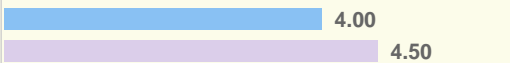
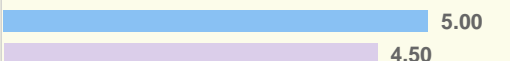

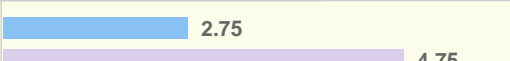
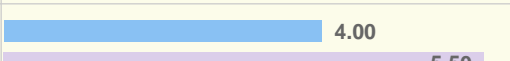
Richard's view	Denise's view
<p>The things we do are fairly shared out and we both put in our fair share of the work and effort. However, in our dealings with each other I do not feel that Denise uses her power and influence either appropriately or fairly.</p> <p>In our dealings with each other, I feel we both take our own fair share of the risks involved - whatever they might be. However, we both take our own fair share of the rewards involved - whether they are material, financial or more personal.</p>	<p>The things we do are fairly shared out and we both put in our fair share of the work and effort. Furthermore, in our dealings with each other I feel Richard uses his power and influence both appropriately and fairly.</p> <p>In our dealings with each other, I feel that we share some of the risks involved - whatever they might be - but there are times when these could be shared a little more fairly. However, we both take our own fair share of the rewards involved - whether they are material, financial or more personal.</p>

RESPECT: This area looks at how much respect there is for each other's contributions and talents. Do you both value and respect what the other has to offer? Do you each think the other values what you have to offer? At a deeper level do you respect what each other stands for?

Richard's view	Denise's view
<p>In our dealings with each other, I feel a great deal of respect for what Denise does and what she contributes. Furthermore, I have developed a genuine respect for Denise as a person and what she stands for.</p> <p>From our dealings with each other, I believe that Denise is beginning to value my contribution and to feel that it is valuable and worthwhile. Furthermore, I believe Denise is beginning to develop a genuine respect for me as a person and what I stand for.</p>	<p>In our dealings with each other, I feel a great deal of respect for what Richard does and what he contributes. Furthermore, I have developed a genuine respect for Richard as a person and what he stands for.</p> <p>From our dealings with each other, I believe that Richard values my contribution and feels that it is valuable and worthwhile. Furthermore, I believe that Richard has a genuine respect for me as a person and what I stand for.</p>

Commonality

Commonality describes the degree to which you share common goals and purposes that help bind you together and strengthen your relationship. Richard's overall rating of this dimension was 3.50 and Denise's was 5.17.

Sub-area	Dimension	Score	Blue = Richard's view . . . Mauve = Denise's view
Common Goals	Short-term	D A	
	Long-term	B B	
Overlap and depth	Overlap	B B	
	Depth	D A	
Unity	Synergy	D B	
	Unity	B A	

COMMON GOALS: This area looks at the goals you share, how well they are aligned and what could get in the way of achieving them. Are your shared goals a short-term convenience or a long-term alliance? Do you both focus on them appropriately or is there an imbalance? Are there enough common purposes to overcome difficulties and obstacles?

Richard's view	Denise's view
<p>In terms of immediate goals there is little that requires us to collaborate in the short-term. However, we both need to focus on immediate shared goals since there is some risk that we will be distracted by other priorities.</p> <p>There is some overlap in our longer-term goals and I believe we can focus on them. However, there is some risk that we will be distracted by other priorities. On the other hand, where overlap in our goals does exist, I believe our commitment to them is sufficiently strong for me to be confident we will continue to work and co-operate together, even through difficult times and disagreements.</p>	<p>There are immediate goals that we share which bring us together and require us to collaborate at least in the short-term. Furthermore, we are both able to focus on immediate shared goals without too much risk of other priorities getting in the way.</p> <p>There is some overlap in our longer-term goals and I believe we can focus on them. However, there is some risk that we will be distracted by other priorities. On the other hand, where overlap in our goals does exist, I believe our commitment to them is sufficiently strong for me to be confident we will continue to work and co-operate together, even through difficult times and disagreements.</p>

OVERLAP AND DEPTH: This area looks at the significance of your shared goals. Are they the main priority for both of you or are there other priorities that get in the way? Is there sufficient clarity about what you are trying to do? Are you both strongly committed? Is there a difference concerning the level of energy you each put in?

Richard's view	Denise's view
<p>Our goals and purposes represent a highly significant proportion of our overall focus and energies. Furthermore, we are very clear about those goals and purposes we have in common which makes it easy to focus on what needs to be done and act coherently.</p> <p>Denise shows a fair degree of energy and effort in trying to achieve our common goals and purposes, although I sometimes wonder if this could be slightly greater. However, Denise's level of commitment is quite low which makes me believe that she could give up or lose direction rather easily.</p>	<p>Our goals and purposes represent a highly significant proportion of our overall focus and energies. Furthermore, we are very clear about those goals and purposes we have in common which makes it easy to focus on what needs to be done and act coherently.</p> <p>Richard shows lots of energy and effort in trying to achieve our common goals and purposes. Furthermore, he shows such a high level of commitment that I do not believe he will give up or lose direction unless there are dire circumstances or clear reasons.</p>

UNITY: This area looks at whether the connection between you goes beyond achieving specific goals. Is the energy created with both of you greater than the sum of the parts? Is the relationship more important than the task? Is there a convergence of values and spirit that almost doesn't need a goal?

Richard's view	Denise's view
<p>The degree of alignment we have in terms of goals and purposes does not create the level of energy that would make doing things together particularly rewarding. Furthermore, we have quite a high commitment to each other and so finding common ground between us extends to some degree beyond achieving goals and involves the building of the relationship itself.</p> <p>I believe that, at some levels, our values converge and that this could help to unite us beyond the achievement of our current common goal. Furthermore, I believe we see, value and experience things in such a way that we are kindred spirits with a sense of unity and connection beyond any immediate causes or circumstances.</p>	<p>The alignment we have in terms of goals and purposes creates a level of energy when doing things together that is very rewarding. Furthermore, we have a very high commitment to each other and so finding common ground between us extends beyond achieving goals and involves the building of the relationship itself.</p> <p>I believe that, at a fundamental level, our values converge and that this unites us beyond the achievement of our current common goals. Furthermore, I believe we see, value and experience things in such a way that we are kindred spirits with a sense of unity and connection beyond any immediate causes or circumstances.</p>

How this relationship can be improved

This section of the report details the specific areas you each considered important to improve

Richard thinks that it is VERY important for the health of this relationship that . . .

- we have more regular contact and avoid long periods of no contact
- we demonstrate greater commitment to keeping our relationship going in the future
- we develop better ways of dealing with events that might push us apart
- we develop a greater sense of actually having played a part in each other's lives
- we develop a greater sense of loyalty and commitment to each other
- we get to know each other in a wider variety of circumstances than at present
- we get a better knowledge of how the other deals with challenges and difficulties
- we are better able to predict how each other would feel and behave in different situations and circumstances
- we get to know more about each other's skills and talents
- Denise shares more of her private self so that I have a greater depth of understanding of her
- I share more of my private self so that Denise has a greater depth of understanding of my needs and motivations
- Denise is more approving and less restricting so that I feel more able to act freely as I think appropriate

Richard thinks that it is fairly important for the health of this relationship that . . .

- we have better or more immediate access to each other
- we create more emotional connection so that we feel less distant from each other
- we share more experiences over a longer period than is currently the case
- Richard shows me more respect by keeping me better informed and recognizing that it is appropriate to seek my opinion more often
- Richard makes a fairer contribution to the things we do together
- we manage the differences between us (in our goals, objectives and values systems) rather better than we currently do

Denise thinks that it is VERY important for the health of this relationship that . . .

- we are better able to predict how each other would feel and behave in different situations and circumstances

Denise thinks that it is fairly important for the health of this relationship that . . .

- we have better or more immediate access to each other
- we share more experiences over a longer period than is currently the case
- we have more regular contact and avoid long periods of no contact
- Richard is more approving and less restricting so that I feel more able to act freely as I think appropriate
- I develop greater respect for what Richard contributes and stands for

Comparison of your views on the quality of the relationship

The diagram below compares your views on the quality of the relationship in respect of the five dimensions which are covered in the questionnaire. The cells of the diagram are colour coded to help you interpret these results. The colours indicate the following:

- Green:** These are areas which both of you think are at least of reasonable quality if not better and can be thought of as the main strengths of your relationship.
- Pink:** These are areas which at least one of you thinks are of low quality. In working to improve your relationship, these may be areas that both of you feel you should put effort into.
- Blue:** These are areas on which there is a difference of opinion. One of you believes the area in question is particularly good whereas the other believes it is particularly poor. In working to improve your relationship, these are areas which may need some prior discussion between you. You may need to try to understand why you see these aspects of your relationship in such a different way.

	Disagreement NONE	Possible strengths Continuity Multiplexity Parity Commonality	Strengths Directness
Denise's view	Possible weaknesses NONE	Average areas NONE	Possible strengths NONE
	Weaknesses NONE	Possible weaknesses NONE	Disagreement NONE
	<3	3.0 - 3.9	4-6
		Richard's view	

Comparison of the areas which each of you feel need to be improved

The diagram below compares your views on which areas of the relationship need to be improved. The colours used in the diagram indicate the following:

- Green:** These are areas of the relationship which only need slight improvement if any at all.
- Pink:** These are areas of the relationship which at least one of you feels are very much in need of improvement. In working to improve your relationship, these areas might be good starting points for you to focus on.
- Blue:** These are areas on which there is a difference of opinion. One of you believes the area in question is particularly in need of the improvement whereas the other believes that it is not at all in need of improvement. In working to improve your relationship, these may be areas that will be in need of discussion so that you can each come to understand why one of you feels the area needs to be improved but the other does not.

Areas Denise thinks need to be improved

	Disagreement	Probably need to improve	Definitely need to improve
4-6	NONE	NONE	NONE
	Possibly need to improve	Need for some improvement	Probably need to improve
3.0 - 3.9	NONE	NONE	NONE
	No need for improvement	Possibly need to improve	Disagreement
<3	Directness Parity Commonality	NONE	Continuity Multiplexity
	<3	3.0 - 3.9	4-6

Areas Richard thinks need to be improved

Perceived quality of the relationship versus perceived need for improvement

The following diagrams look at the relationship between your perceptions of the quality of each area of the relationship and your view of how necessary it is to make improvements in each area. There are two diagrams: one for Susan and one for Richard.

- Pink:** Areas of the relationship which the person considers definitely in need of improvement
- Yellow:** Areas of the relationship which the person in question considers to be in need of slight attention
- Green:** Areas of the relationship which the person in question does not think need to be improved.

Those areas that fall towards the left of the diagram are areas of the relationship that are seen as being of low quality. However, because they may be of low quality, that does not necessarily mean that they need to be improved. Some areas might not actually be important for your relationship and the relationship can thrive quite well without them.

Any areas which fall in the first cell of the top row of the tables ("Weaknesses to be addressed") will probably be the most important for you personally to address as these are areas which are considered to be both of poor quality and in particular need of improvement.

RICHARD'S VIEW

		Weaknesses to be addressed	Areas which need improvement	Strengths which need to be even better
	4-6	NONE	Continuity Multiplexity	NONE
Need for improvement	3.0 - 3.9	Weaknesses which need slight attention	Needs slight attention	Strengths which need slight attention
		NONE	NONE	NONE
	<3	Areas of little concern	Areas that do not need attention	Strengths that do not need attention.
		NONE	Parity Commonality	Directness
		<3	3.0 - 3.9	4-6
		Perceived quality of relationship		

DENISE'S VIEW

Need for improvement	4-6	Weaknesses to be addressed NONE	Areas which need improvement NONE	Strengths which need to be even better NONE
	3.0 - 3.9	Weaknesses which need slight attention NONE	Needs slight attention NONE	Strengths which need slight attention NONE
	<3	Areas of little concern NONE	Areas that do not need attention NONE	Strengths that do not need attention. Directness Continuity Multiplexity Parity Commonality
		<3	3.0 - 3.9	4-6
		Perceived quality of relationship		

Finally, it is important to bear in mind that the key to improving relationships is 'understanding'. This report will provide you with a basis for understanding not only your own view of the strengths and weaknesses of the relationship but also that of your partner. Understanding the differences between your respective views can be a first step in the process of improving and strengthening the relationship between you.

Date tested: 30/4/2010

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