

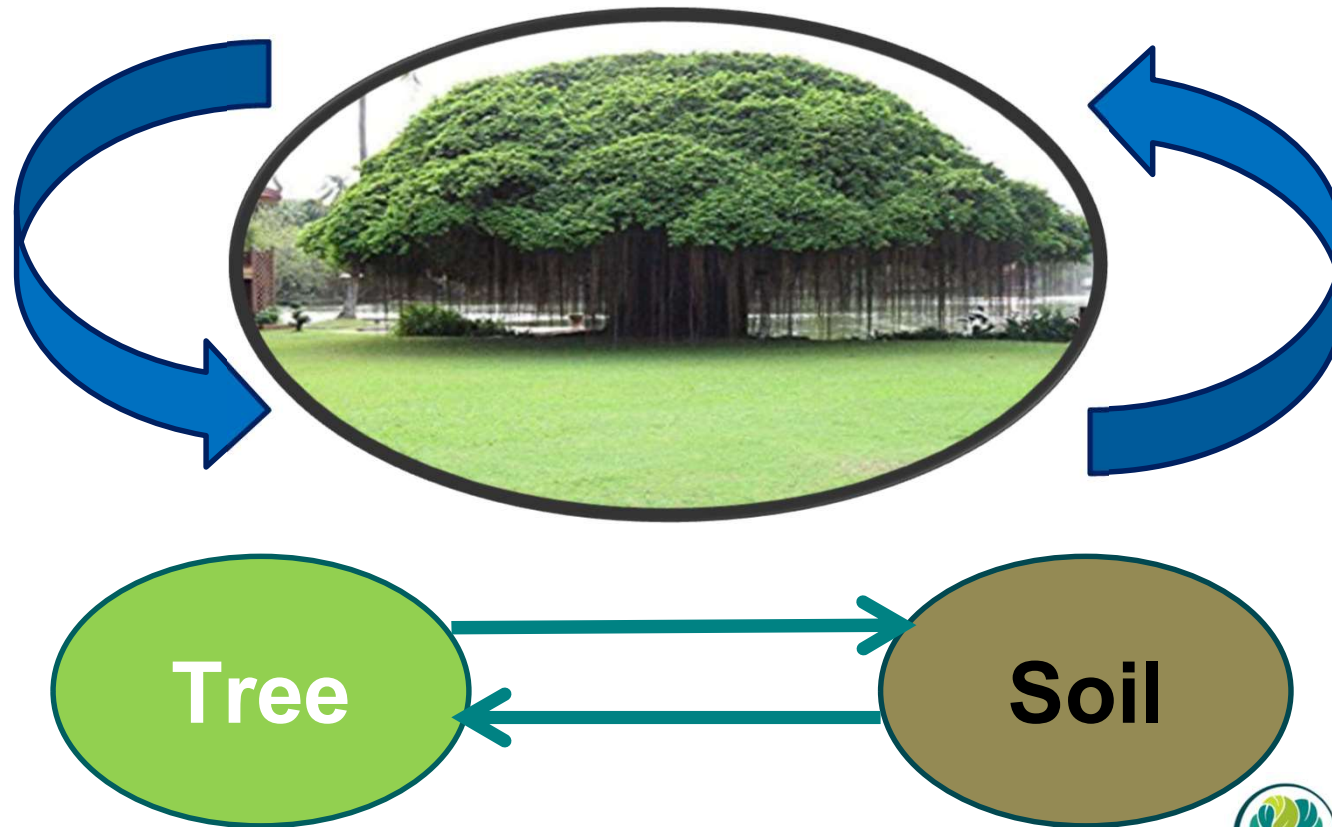


Understanding harmony in Relationships



**What is the basic goal in
“relationship?”**

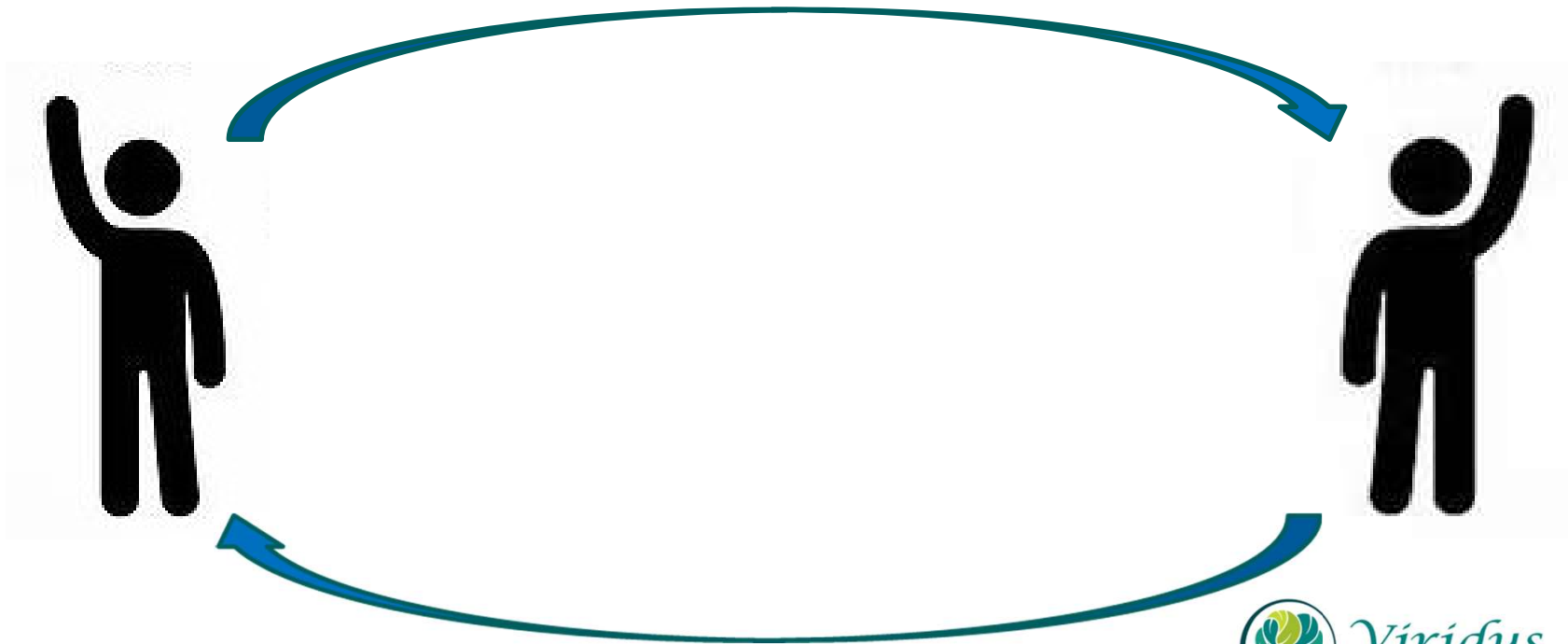
Relationship *संबंध* - Mutual Enrichment





In Human Relationships

Mutual Fulfillment (Fulfilling for both)



Human - Human Relationships

1. Me and Parents/Children
2. Me and Siblings
3. Me and Teacher/Student
4. Me and Friends
5. Me and Spouse
6. Me and Boss/Colleague
7. Me and Society

Present state of Relationships

Each of us can investigate that, What are the feelings are predominant?

Feeling of	trust	or	mistrust?
Feeling of	respect	or	disrespect?
Feeling of	affection	or	jealousy?
Feeling of	care	or	exploitation?
Feeling of	guidance	or	misguidance, confusion?
Feeling of	reverence	or	irreverence?
Feeling of	glory	or	inglorious feelings?
Feeling of	gratitude	or	ingratitude?
Feeling of	love	or	hatred?

Why is your behaviour different?



- Person you don't know
- Your close friend
- Your boss or Parents
- Old friend, right now not in good terms

Importance of right understanding



Right feelings in Relationship

1. Trust विश्वास FOUNDATION VALUE
2. Respect सम्मान
3. Affection स्नेह
4. Care ममता
5. Guidance वात्सल्य
6. Reverence श्रद्धा
7. Glory गौरव
8. Gratitude कृतज्ञता
9. Love प्रेम COMPLETE VALUE

Understanding fulfilment in Relationships

Think of one/two primary relationships in your life that is important to you and you would like to work on.

Close your eyes and bring that person to mind.

In the course of the next hour any reflection or exercise that you will do, will be in the context of that relationship and that person in mind.

Assurance on others Intent

Respond with a 'yes', 'no', or 'don't know'

Natural Desire

I want to make myself happy



I want to make the other happy



The other person wants to make him/herself happy



The other person wants to make me happy



Competence

I am always able to make myself happy



I am always able to make the other happy



The other is always able to make him/herself happy



The other is always able to make me happy



An important distinction – that is often lost

- Intent – Foundational desire
- Competence – Your ability to take required action aligned to your intent

Competence

- Ability to learn / improve / innovate / create
- Ability to do / perform
- Ability to teach / transmit in relationship
- Ability to evaluate
- With more clarity of Intent, the ability to evaluate other person also keeps increasing.
- one feels related to more and feels more comfortable within.

The difference in our perceptions !

He / she broke a
glass !!

She came late

She shouted
at me

The glass broke
by accident !

I got late

I was tired so I
spoke a bit
harshly

How we process it internally

I can make the same mistake
100 times ...

- I never doubt my intent
- “That was an accident”

The other makes one mistake

- I doubt his/ her intent
- “He did that Intentionally”

***I confuse
competence
with “intent”!***

When I doubt intent...I react



**I feel anger, irritation ,
opposition**

Self Reflection

If you have continuous assurance on the intent of the other and if the other is lacking competence, what will you do:

- Try to improve his/her competence
(and also improve your competence)
- assurance on Intent
→ Response

- Get irritated
 - Get angry
 - Have a feeling of opposition
- Doubt on Intent → Reaction

***Doubting
“intent”
is a major reason
for conflict/
challenges in
relationships !!***

When I focus on competence ..

- I acknowledge that the problem is due to a lack of competence, not a lack of intent
- I can see that “he may have difficulty in understanding... and also, I may have difficulty in explaining...”
- I make an effort to help improve his/her competence with positive feeling
- ***I take responsibility !***

Responsibility – ability to respond

Mindful that we are complementary to each other



Other has greater clarity/understanding

- *I am committed to understand from the other*

I have greater clarity/understanding

- *I take responsibility for the other*
- *I commit to facilitate understanding in the other (without becoming irritated...)*

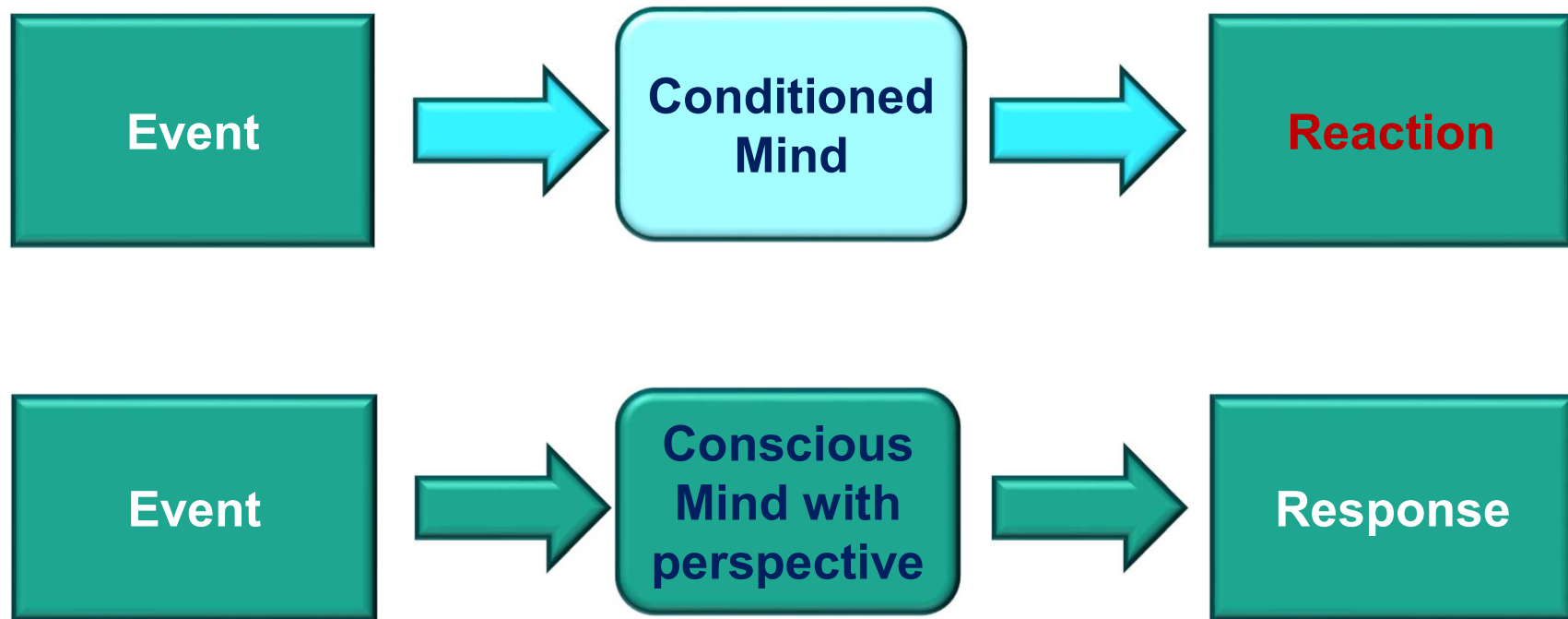
... in the relationship that you have thought of, in which box would you place yourself most often?

- I am assured of the other's intent!
- I focus on 'competence'
- I try to improve their and my ability to respond appropriately
- I am able to respond

OR

- I doubt Intent!
- I get **irritated and angry !!**
- I feel **opposition !**
- I react !!

Why do we react



Dimensions of Competence – Communication & Expectation

Ability to receive Ability to do/execute

- Are you communicating in a way that the other is able to receive and act on ?
- Are your expectations beyond what the other is capable of delivering or acting upon?
- Are you expecting the other should do - *what you like, what you feel good about?*

*How often do we
take
Responsibility?*

Taking Responsibility - What can it look like?

- Think of a current problem or challenge that you are facing in this relationship that you have brought to mind.
- If you were to take 100% responsibility what specific action could you take?
- Make a note

**Feeling of the Trust
can be experienced -
When we have
clarity/assurance that
others wants to make
me happy. It is the
foundation of any
relationship**

*Assurance on
“Intent”
is the starting point
for mutual
development and for
fulfilment in
relationship!*

Sum Up

If I have assurance on intent, I feel related to others. I make a program with others based on right evaluation of our mutual competence

In case others are lacking in competence

- I make an effort to assure the other
- I make an effort to improve his competence, once he is assured in relationship (and not before that)

If I lack competence

- I become ready to take help from the others to improve my competence

Sum Up

If I have doubt on intention

- I evaluate others on basis of his competence & assume lack of competence to be lack of intention;
and thus feel opposed to him (while I evaluate myself on intention)
- The feeling of opposition shows up as irritation or anger (and it may further lead to fighting, struggle and war)

Self Reflection

Where would you start ?

- expect or demand assurance from the other
- make effort to develop the feeling of assurance in yourself and to express it to the other

Self Reflection

- How many persons in your **relationships/family** (Immediate and Extended) do you have assurance on intent (natural acceptance) – unconditional, continuous?
- Are you putting efforts to improve mutual competence (your own competence as well as the competence of the other) rather than getting irritated, angry or having a feeling of opposition (even for a moment)
- Can you see that the problems in relationship have more to do with lack of understanding relationship rather than with lack of physical facility?
- Can you see your own intent (natural acceptance) clearly?
[Then you can conclude about the intent of the other also]



We invite you to practice -

- Over the course of next 7 days reflect on one situation in the course of the day
- Pick a situation where you had a negative experience in an interaction- and you felt angry , irritated or some opposition
- Examine you behaviour & reaction through lens of intention vs competence, expectation, communication & empathetic responses that we just talked about today; what you did and what you could do differently. What insights did you get ?

Questions for your reflection

- What was the situation? Who was the person involved?
- How did I respond? What was the impact on the person?
- What was my assumption about his/her intention?
- Which expectation of mine did it not meet?
- What do I know about their competence in this area?
- What does my response tell me about my competence?
- How could I have responded with greater responsibility & empathy?

Intent

Person A

What is
Naturally Acceptable

Competence

What I am
Desires
Thought
Choice

Behaviour 

Person B

What is
Naturally Acceptable

What I am
Desires
Thought
Choice

Behaviour 