

RESOURCE · WORKSHEET

Relational nutrients *worksheet*

The critical relational nutrients of the high capacity leader, from *People Fuel*. Work through it alone, then talk it over with someone you trust.



Name _____

Date _____

1 Which quadrant do you see yourself as strongest in, and why?

2 Which quadrant would you like to improve in, and why?

3 Review each nutrient

Mark whether it needs maintenance, strengthening or healing in your life right now.

4 Add one practice

Write what you can add to your relational practices to improve the giving and receiving of each nutrient, and who might be strong at meeting it.



QUADRANT 1

Be present

Acceptance · Attunement · Validation · Identification ·
Containment · Comfort



QUADRANT 2

Convey the good

Affirmation · Encouragement · Respect · Hope ·
Forgiveness · Celebration



QUADRANT 3

Provide reality

Clarification · Perspective · Insight · Feedback ·
Confrontation



QUADRANT 4

Call to action

Advice · Structure · Challenge · Development · Service

QUADRANT 1 OF 4

Be present

Be there and "for," fewer words.



Acceptance Connect without judgment.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Attunement Be aware of what another is experiencing, and respond to it.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Validation Convey that a person's experience is significant and not to be dismissed.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Identification Share your similar story.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Containment Allow the other to vent while staying warm without reacting.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Comfort Provide support for someone's loss.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

QUADRANT 2 OF 4

Convey the good

Give words that dispense grace.



Affirmation Draw attention to the good.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Encouragement Convey that you believe in someone's ability to do the difficult.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Respect Assign value.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Hope Provide reality-based confidence in the future.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Forgiveness Cancel a debt.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Celebration Acknowledge a win, both cognitively and emotionally.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

QUADRANT 3 OF 4

Provide reality

Give helpful information.



Clarification Bring order to confusion.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Perspective Offer a different viewpoint.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Insight Convey a deeper understanding.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Feedback Give a personal response.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Confrontation Face someone with an appeal to change.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

QUADRANT 4 OF 4

Call to action

Push to a practical step.



Advice Recommend an action step.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Structure Provide a framework.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Challenge Strongly recommend a difficult action.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Development Create a growth environment.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____

Service Guide engagement to giving back.

☐ Maintenance ☐ Strengthening ☐ Healing

What I can add _____ Who is strong here _____