

Purpose

- Prioritizing Relationships
 - Personalizing co-workers
 - Building Trust
 - Generating Empathy

Relationships

ESTIMATED TIME

CHAMPION GUIDE

Background

 "A study by the psychologist Arthur Aron explores whether intimacy between two strangers can be accelerated by having them ask each other a specific series of personal questions. The 36 questions (pg. 3-4) in the study are broken up into three sets, with each set intended to be more probing than the previous one. MATERIALS

Required:

A. Question List

The idea is that mutual vulnerability fosters closeness. To quote the study's authors, "One key pattern associated with the development of a close relationship among peers is sustained, escalating, reciprocal, personal self-disclosure." Allowing oneself to be vulnerable with another person can be exceedingly difficult, so this exercise forces the issue." (Jones)

RESI CHAMPION GUIDE

Activity

DO: Convey the message that this experience is meant to help you get to know someone just a little better than before.

SAY: The best way to become closer with someone is to share a bit of yourself. In order to help you in this journey we've created a list of questions that will help you share a few interesting items about yourself.

ASK: Let's begin by finding a partner. (One group of 3 may be required.)

DO: Handout questions worksheet to all participants.

SAY: You've been given a list of questions. Please begin with the Set 1 questions (1-12). One of you will read the question aloud and both of you will answer the question. Go through the questions one at a time in order and don't skip any questions. I will let you know when to move on to the next set of questions. It's not important to finish all the questions within the allotted time. Take plenty of time with each question, doing what it asks thoroughly and thoughtfully. You may begin!

DO: Allow as much time as you wish for participants. (Ideally 10 minutes)

DO: Inform participants of end of each section and instruct them to begin the next set.

DO: Debrief the activity by asking any of the Discussion Question

Discussion Questions/ Key Points

- What did you take away from this activity?
- What did you learn about your partner that you didn't know before?
- What was most difficult and why?
- What did you enjoy most about the activity?

Let's Try This!

- Don't have enough time for the full activity? Simply ask one question before a meeting or huddle.
- Take these questions home! Try it with someone close to you outside of work.

Follow-up

Don't stop here. Take time at future meetings or huddles to ask interesting questions. It's as simple as coming up with the question and the willingness to be vulnerable.

Activity adapted from "The 36 Questions That Lead to Love" by Daniel Jones https://www.nytimes.com/2015/01/11/fashion/no-37-big-wedding-or-small.html? r=0

"The Experimental Generation of Interpersonal Closeness: A Procedure and Some Preliminary Findings" A. Aron, E. Melinat, E. Aron, R. Vallone, R. Bator https://journals.sagepub.com/doi/pdf/10.1177/0146167297234003

RESI CHAMPION GUIDE

Questions

Set I – Any level of trust

- 1. Given the choice of anyone in the world, whom would you want as a dinner guest?
- 2. Would you like to be famous? In what way?
- 3. Before making a telephone call, do you ever rehearse what you are going to say? Why?
- 4. What would constitute a "perfect" day for you?
- 5. When did you last sing to yourself? To someone else?
- 6. If you were able to live to the age of 90 and retain either the mind or body of a 30-year-old for the last 60 years of your life, which would you want?
- 7. Do you have a secret hunch about how you will die?
- 8. Name three things you and the other person appear to have in common.
- 9. For what in your life do you feel most grateful?
- 10. If you could change anything about the way you were raised, what would it be?
- 11. Take four minutes and tell the other person your life story in as much detail as possible.
- 12. If you could wake up tomorrow having gained any one quality or ability, what would it be?

Set II – Mostly trusting relationships

- 13. If a crystal ball could tell you the truth about yourself, your life, the future or anything else, what would you want to know?
- 14. Is there something that you've dreamed of doing for a long time? Why haven't you done it?
- 15. What is the greatest accomplishment of your life?
- 16. What do you value most in a friendship?
- 17. What is your most treasured memory?
- 18. What is your most terrible memory?
- 19. If you knew that in one year you would die suddenly, would you change anything about the way you are now living? Why?
- 20. What does friendship mean to you?
- 21. What roles do love and affection play in your life?
- 22. Alternate sharing something you consider a positive characteristic of the other person. Share a total of five items.
- 23. How close and warm is your family? Do you feel your childhood was happier than most other people's?
- 24. How do you feel about your relationship with your mother?

RESIGNATION GUIDE

Questions

Set III – High trust relationships

- 25. Make three true "we" statements each. For instance, "We are both in this room feeling ... "
- 26. Complete this sentence: "I wish I had someone with whom I could share ... "
- 27. If you were going to become a close friend with the other person, share what would be important for them to know.
- 28. Tell the other person what you like about them; be very honest, saying things that you might not say to someone you've just met.
- 29. Share an embarrassing moment in your life.
- 30. When did you last cry in front of another person? By yourself?
- 31. Tell the other person something that you like about them already.
- 32. What, if anything, is too serious to be joked about?
- 33. If you were to die this evening with no opportunity to communicate with anyone, what would you most regret not having told someone? Why haven't you told them yet?
- 34. Your house, containing everything you own, catches fire. After saving your loved ones and pets, you have time to safely make a final dash to save any one item. What would it be? Why?
- 35. Of all the people in your family, whose death would you find most disturbing? Why?
- 36. Share a personal problem and ask the other person's advice on how he or she might handle it. Also, ask them to reflect back to you how you seem to be feeling about the problem you have chosen.