

TriHealth EAP 891-1627

TriHealth EAP is a part of the Corporate Health division of the TriHealth Healthcare System. We provide:



- Assessment
- Referral
- Work/life services
- Counseling
- Management Consultation
- Crisis Intervention Workplace Training



Definition of a Relationship:

- A state of connectedness between people that consists of affection, communication, and mutual understanding
- A central component of the human experience, as we are emotionally interdependent with others
- The way that we satisfy our inherent needs for belonging and emotional attachment
- Positive connections that convey comfort, cheer, solace, and humor in our lives



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What Makes a Healthy Relationship?



- Friendship and Respect
- Intimacy
- Commitment and Trust
- **Good Communication**
- Conflict Resolution
- Shared Time Together















1. Friendship and Respect

- A foundation of genuine affection and enjoyment for each other
- Knowing each other's habits, likes, dislikes, personal quirks, and hopes and dreams



- · Enjoying each other's company, conversation, interests, stories, sense of humor, and silence
- Developing rituals, vocabulary, and habits, that are unique to the relationship and express affection for each other
- Even in the heat of an argument, not forgetting the affection towards the other person



"Friendship is Born at that Moment When One Person Says to Another: "You Too? I thought I was the Only One."





-- C. S. Lewis



2. Intimacy

- Feeling emotionally connected with each other
- Talking honestly about each other's beliefs and values, in order to grow closer



- Having a shared meaning for the relationship
- Being able to be yourself around the other, with no awkwardness or pretensions
- It can be intensely felt, through passion, or subtly, through shared jokes, or in finishing each other's sentences



The Seven Levels of Intimacy

- 1. Clichés
- 2. Facts
- 3. Opinions
- 4. Hopes and Dreams
- 5. Feelings
- 6. Faults, Fears, and Failures
- 7. Legitimate Needs







Intimacy

- The challenge in developing intimacy is being vulnerable to another person and risking rejection.
- It is a process of acceptance and growing closer, of accepting each person's differences
- At the deepest intimacy, we can reveal our fears without fear of judgement.
- As the deepest needs are shared, each person is able to accept the gift of being loved.







3. Commitment

- Making the relationship primary to other relationships and commitments, and pledging to put work into it
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- A promise to continue working on the relationship despite difficulties and hardships
- Allowing the partner into their lives, to the point of having input into their decisions
- Shared sense of goals and responsibilities, including child rearing, home, job choices, leisure time, and finances



The 4 Elements of Commitment

Contributions Taking the thought and effort to contribute to the goals of the relationship a Choices: Taking "what is best for the relationship" as a whole into account before making a decision that affects the other person



<u>Obstacles:</u> Continuing to strive towards working together even when things get difficult <u>Treasures:</u> Identifying the positives to be gained in working as a unified team towards our goals



4. Good Communication

- Couples develop a language in common, and communicate more than "taking care of business."
- The communication patterns are positive, and convey respect, active listening, and humor.



- Many daily interactions convey love through the subtle cues of "bid and response."
- There is mutual listening, trying to understand each other's viewpoint, rather than "waiting my turn to speak."
- There is a greater ratio of positive comments to negative (a healthy relationship ratio is at least 5 to 1).

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The Key Components of Active Listening

Acknowledging and validating the other person

- · Listening starts with genuinely listening without interruption
- Being patient that the person needs to say the information "their way" and may not always "just get to the point." interruption
- · Listening for their point of view, and why they feel the way they feel, instead of rushing to "refute their argument"

Intuitive Listening

- Listening for the person's cultural values & beliefs
- Finding the commonalities
- Asking further questions to



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5. Conflict Resolution Skills

- Understanding that conflict is a natural and normal part of all relationships.
- There is a shared style of addressing and resolving conflicts in a constructive way



- Openly discussing issues that are painfucontentious in way that strengthens the
- Choosing the battles: distinguishing be and "unsolvable" problems
- Use of "fair fighting techniques" when



Rules of "Fair Fighting"

- Using "soft start-ups," easing into the issue rather than attacking
- Choosing one issue at a time
- Making "I statements"
- · Avoiding exaggerations
- · Not "keeping score"
- Being careful not to bring others into th
- Trying to understand the other person's
- · Not attacking or berating the other pers
- · Working towards a solution, including co
- Agree to a code word for a time out



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Rules of "Fair Fighting" TECHNIQUE ORIGINAL COMMENT RENOVATED COMMENT "When you interrupt me, I feel disrespected, like my thoughts don't matter." You're always interrupting me! I really hate that!" "When you take the last doughnut without asking first, I feel ignored . . . and hungry!" "You're so selfish!" "You seem very unhappy with this situation right now." It seems like it's very important to you that I do things your way." 'You have a real attitude problem." REFRAMING You're a real control freak." sometimes interrupt people a lot, and I know I have to watch that in myself." DISCLOSURE Could you tell me what you understood regarding what I was saying? "Do you understand what I'm saying?"

6. Shared Time Together

- · Pursuing shared interests and activities together
- Shared time includes a hobby, organization, sport, or activity that you both have in common, "alone time" to enjoy each other's company, and/or a partnership in an activity.



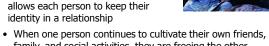
Shared time can be date nights or outside activities, or they can be low-key activities like running errands together, doing chores together, watching movies at home, or taking walks together.



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7. Interdependence

- A good relationship has "wings" as well as "roots," in order to give new experiences and opportunities to grow
- Interests independent of the partner allows each person to keep their identity in a relationship



- family, and social activities, they are freeing the other person to pursue theirs .
- That allows each individual to bring self-fulfillment, and bring excitement and energy back home to the relationship.

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Our Relationship With Ourselves

- There are needs only we can fill in ourselves, such as self-esteem, inner peace and self-satisfaction.
- Because relationships are emotionally demanding, we need to be well-equipped with strong feelings of self-worth, an ability to give emotionally.
- The best way to be in an emotionally healthy relationship is to be equally secure, balanced, and open to intimacy.
- Tools like meditation, counseling, self-help materials and feedback can help us strengthen our relationship with ourselves.



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A Support Network

- A cultivated network friendships, colleagues, acquaintances, and social groups
- It brings interests, excitement and different viewpoints into our primary relationship



- It imparts the secure feeling that we belong to a community of people who value us.
- It allows us a fertile ground in which to share, increasing our joys and dividing our sorrows.
- It helps us cope with the problems of daily life and in going through difficult life transitions.



Ten Steps to Nurturing a Relationship

- 1. Establish common goals.
- Set aside time to discuss your goals in the relationship, and re-evaluate them regularly.
- Remember that sexuality is an important part of a relationship, but it is not the only way to express affection and intimacy.



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Ten Steps to Nurturing a Relationship

- 4. Explore new interests and activities with each other.
- 5. Schedule "date nights" to reconnect.
- 6. Schedule "fights," rather than letting them erupt.
- 7. Remember how important playfulness is to a relationship, and to intimacy. Laugh together at least once a day.





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Ten Steps to Nurturing a Relationship

- 8. Not giving up in the face of major challenges.
- 9. Keeping the romance and excitement in the relationship.
- 10. Obtaining marital counseling at any early signs of problems.





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Conclusion

With knowledge and understanding we can strengthen the quality of our relationship.





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