

# **Your Strategic Relationship Map Exercise (PDF)**

**Read Power Players. Navigate Politics. Get Promoted.**

*A tactical tool from The Quiet Power Playbook*

## **Why The Strategic Relationship Map Accelerates Your Career**

In your organization, certain relationships determine your career trajectory:

- The VP who decides whether your name gets mentioned in succession planning meetings
- The peer who whispers doubts about your ideas before you even present them
- The senior leader who who decides budgets and headcount
- The executive assistant who shapes the boss's opinions behind closed doors

**Your ability to read and influence these power players determines whether you get promoted to where you want to be, or whether you get stuck in a role that drains your energy, limits your impact, and blocks your potential.**

This isn't about playing games. It's about strategic awareness, and understanding decision-makers so deeply that you can align your

approach with their natural tendencies.

## **The Strategic Relationship Map: Three Dimensions of Workplace Dynamics**

### **1. Agreeableness = Collaboration Style**

#### **Direct Challengers (Low Agreeableness):**

- See business as competition, don't mind conflict
- Prefer to be direct
- Value "straight shooters"

#### **Harmony Builders (High Agreeableness):**

- See business as collaboration, value harmony
- Avoid direct confrontation

### **2. Balance = Emotional Steadiness**

#### **Emotionally Sensitive (Low Balance):**

- Are easily influenced by passion and emotions
- Experience and remember emotional moments vividly

#### **Emotionally Steady (High Balance):**

- Stable and calm, even when situations get heated
- Remain less moved by emotional experiences

### **3. Exploration = Innovation Appetite**

#### **Practical Executors (Low Exploration):**

- Want proven solutions, and get things done

- Distrust "shiny new things", and big visions or ideas

**Possibility Thinkers (High Exploration):**

- Love innovative approaches, new ideas, and nuance
- Enjoy exploring possibilities

**Build Your Strategic Relationship Map**

**Step 1: What is Your Strategic Goal?**

What do you want to achieve?

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How will you know when you've succeeded?

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**Step 2: Identify Your Key Stakeholder**

Choose someone who can make or break your success, whether they're blocking you now or could champion you later.

**Name:** \_

**Role:** \_

**Current relationship dynamics:** \_

(Conflict to resolve? Support to gain? Opposition to navigate?)

**Do They Help or Hinder You?**

How does this stakeholder impact your goal? (Examples: approve your initiatives, influence decision-makers, control key resources)

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**What matters most to them (*What are their interests?*):** \_

(KPIs? Recognition? Team success? Innovation?)

**Who is their boss?:** \_

**What matters most to their boss (*What are their boss' interests?*):** \_

(Understanding their boss's priorities helps you understand their Construals from the Psychology of Everything framework. You can now understand the pressures shaping their decisions.)

### **Step 3: Map Their Natural Tendencies**

Based on consistent patterns you've observed, how do you perceive them on these dimensions: agreeableness, balance, and exploration?

**Key Observation Questions:**

*For Agreeableness:*

Note: Direct behaviors indicate LOW scores, while indirect/harmonious behaviors indicate HIGH scores. Use these questions to place them on the spectrum above.

- Do they seem to express themselves directly if they disagree with others? Or do they seem to avoid direct debates?
- How do they handle disagreement?
- Do they seem to prioritize relationships over results (when they can't have both)?

*For Balance:*

Note: Emotionally expressive or sensitive behaviors indicate LOW scores, while calm/composed behaviors indicate HIGH scores.

- How do they act under pressure?
- Do they seem to get easily emotional or do they seem to stay calm and composed?
- Can you "read" their mood easily?

*For Exploration:*

Note: Quick/decisive behaviors indicate LOW scores, while exploratory/questioning behaviors indicate HIGH scores.

- How do they respond to new ideas?
- Do they seem to think about things in many different ways? Or do they seem more quick to act to get stuff done?

**Now, make an educated guess about their natural tendencies on these three dimensions:**

	Very Low	Low	High	Very High
Balance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agreeableness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exploration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Which of these 4 combinations best describes them?**

- Direct Challenger (low agreeableness) + Emotionally Sensitive (low balance)
- Direct Challenger (low agreeableness) + Emotionally Steady (high balance)
- Harmony Builder (high agreeableness) + Emotionally Sensitive (low balance)
- Harmony Builder (high agreeableness) + Emotionally Steady (high balance)

(Also note their Exploration level—extremely high or low scores amplify their other traits. High Explorers will be more flexible in their style, while low Explorers will be more rigid. This affects how adaptable they'll be to your approach.)

**Step 5: Create Your Natural Tendencies Map**

Plot both your tendencies and theirs to reveal your Natural Tendencies Map

	Very Low	Low	High	Very High
Balance	YOU: <input type="checkbox"/>	YOU: <input type="checkbox"/>	YOU: <input type="checkbox"/>	YOU: <input type="checkbox"/>
	THEM: <input type="checkbox"/>	THEM: <input type="checkbox"/>	THEM: <input type="checkbox"/>	THEM: <input type="checkbox"/>
Agreeableness	YOU: <input type="checkbox"/>	YOU: <input type="checkbox"/>	YOU: <input type="checkbox"/>	YOU: <input type="checkbox"/>
	THEM: <input type="checkbox"/>	THEM: <input type="checkbox"/>	THEM: <input type="checkbox"/>	THEM: <input type="checkbox"/>
Exploration	YOU: <input type="checkbox"/>	YOU: <input type="checkbox"/>	YOU: <input type="checkbox"/>	YOU: <input type="checkbox"/>
	THEM: <input type="checkbox"/>	THEM: <input type="checkbox"/>	THEM: <input type="checkbox"/>	THEM: <input type="checkbox"/>

**Quick Interpretation Guide:**

Look at the gaps between your positions:

Same position or 1 level apart = Natural similarity. You "speak the same language" here. This can be help or hinder (both highly agreeable = you will get along easily, but you will also avoid conflict)

2 levels apart = Moderate adaptation needed. You'll need to consciously bridge different perspectives.

3 levels apart = Significant translation required, so you have to minimise miscommunication and conflict.

Remember: Differences aren't deficits, they're just data. The goal isn't to

match their style, but to understand it well enough to build bridges.

## **Step 6: Your Personalized Strategic Relationship Map Playbook**

**Based on your unique combination (of your personality and your counterpart's personality), you'll receive one of 16 tailored playbooks I've personally developed.**

Each playbook includes:

- Specific communication strategies for your dynamic
- Common pitfalls to avoid
- Scripts and examples for key conversations
- Long-term relationship building tactics

[Get your personalized Strategic Relationship Map Playbook based on your combination here:](#)

## **Step 7: Your 30-Day Strategic Action Plan**

**Based on everything you've learnt so far, what approach could work best for you? Review their interests from Step 2: how can your approach serve what matters most to them?**

For example, you might consider:

- build relationships with their trusted colleagues
- align your initiatives with their boss's priorities
- create visible wins that they can take partial credit for

- share information that helps them succeed
- position yourself as complementary, not competitive

What are the most promising ideas for you? What do you want to focus on going forward?

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### **Your 30-Day Strategic Action Plan:**

This is likely a long-term process. Consider what you want to focus on over the next 4 weeks?

Week 1 Focus: \_

Week 2 Focus: \_

Week 3 Focus: \_

Week 4 Focus: \_

### **Reflect on results and refine your approach**

After 30 days, revisit this map. What worked? What surprised you? How has the relationship evolved?

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### **Your Quiet Power Advantage**

Remember: Different styles aren't necessarily obstacles, they're

opportunities if you find the right partner.

This isn't about becoming someone else. It's about strategic fluency: communicating in ways that resonate and being true to yourself.

The most successful quiet leaders don't avoid politics or conflict. They navigate these dynamics to achieve their goals and not compromise their values.

Best,  
Martin