



Designing and Building the “Blueprint of WE”

A State of Grace Document between ENGAGING THE SOUL@WORK and You

The Story of Us:

We are fortunate to be doing the work we are most passionate about in this world and we look for others who are interested in pursuing what’s most important to them as well. Our knowledge base is wide, as we are life-long learners, which means we won’t try to “fit” you into what we do, but genuinely determine if we are best suited to your situation, or we will help you find someone who is. We desire a true partnership with you. In fact, many of our clients become good friends. We are drawn to clients who are interested in creating a work environment where every person learns to be both leader and follower, which is crucial in this new economy that operates best at times outside of hierarchy. As consultants, we’re not interested in personally judging your organization’s situation as right or wrong, good or bad. Rather we believe you and your people have the best questions, solutions and answers and our job is to create the space to draw those out in the quickest most inspiring approach and then help you design a plan of action to follow it all the way through to completion.

Interaction Styles and Warning Signs:

Each person has a particular way of interacting with his/her world. This includes preferences such as how we get things done, how we prefer to be shown appreciation/told difficult news - it’s the stuff that makes you who you are. Along with a person’s unique interaction styles, people also tend to exhibit certain behaviors when they are stressed. We call those Warning Signs. When we share with one another not only what you look like when we’re stressed, but what we might need in that moment that we couldn’t possibly ask for, we have a better chance of pulling one another back from the edge.

Our Interaction Styles & Warning Signs:

- What’s most important and interesting to us is to hear you talk about your workplace; what works, what you might want to change, what you feel you really need. The more we know about your environment, the better we can design what fits.
- Clarity is crucial. If you are unsure of something, please keep asking. Questions are good.
- We tend to love what is, which means that whatever is happening, it’s our personal responsibility to choose how we feel about it. We prefer to embrace whatever life brings rather than fighting it or asking you to be different.
- If something feels off, we’ll be the first to mention it. We ask that you do so as well.
- We collaborate on all our work as we’ve found it most rewarding for ourselves and our clients. (We always travel together.)
- We like to be concise and efficient in getting you to the place you are looking to get to, the goals that drove you to hire us in the first place. If you feel that’s happening, tell us. If it’s not happening, please say so.
- What you experience with us might at times push the boundaries of typical business models. We ask you to be willing to stretch and give us feedback along the way.

Expectations:

It’s our belief that it will benefit our working relationship if, on an on-going basis, we share our preferences and expectations regarding this journey we’re taking together. By checking in and asking questions of one another, we don’t rely on assumptions and we can better serve one another.

- Our most important goal is to stay in a State of Grace, no matter what. It’s something we relentlessly pursue.
- We’d like to agree that each of us can ask for everything, always. Don’t censor yourself as we’re always happy to see if we can do it. The flip side to that is agreeing that we’ll always say our truth when the other asks. We don’t believe in doing things out of obligation, as that can get heavy for everyone and then you don’t really know when someone is responding authentically.
- If what we’ve designed for you appears to not be working, come talk to us. We typically have solid reasons for our approach, but maybe we need to communicate them more thoroughly.

Questions to Return to Peace if the Need Arises

We have chosen to create this *State of Grace Document* because our intention is to lead a graceful life. Yet at the same time we want to acknowledge that life is often less than perfect. If for some reason things get off track, we commit to having a conversation to bring the situation back to a peaceful place, and we ask that you do the same. The following questions can be used as a tool to get us there:

1. Do each of us feel we’re getting what we anticipated?
2. Is there something that’s no longer working for one or both of us?
3. Are there outside influences that are affecting how we’re working with each other?
4. Does money play into this situation?
5. What’s really working for us right now? How can we expand on that?
6. What do we gain by continuing/ending this work together?
7. Is it time to redefine or redirect our work together?

We’ve created *The State of Grace Document* as a way to place our relationships with others above all other business concerns. We want to nurture them, which we find positively impacts the bottom line of your organization and ours. www.stateofgracedocument.com

Typically, a State of Grace Document is done by all parties in the relationship. We invite you to give us your thoughts on the above topics. We would love to hear more about how you work...



ENGAGING THE SOUL@WORK

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