

Beyond self awareness, our world now demands **Collaborative Awareness**

A collaboration process used to make your day-to-day interactions **Effortless** ~ both business and personal



WHAT IS IT?

The Blueprint of WE (aka the State of Grace Document) is a collaboration process used to establish healthier, more resilient business and personal relationships in a world that changes in increasingly complex ways, making the old ground rules no longer reliable. It gives you the power to be the architect of your life, rather than squeezing into pre-established relationship definitions. You personally write the document along with those involved (whether 2 people or 20,000+), preferably at the beginning of the relationship. It captures what draws each individual to the situation, your personal preferences and expectations; and it provides a path back to peace if the need arises. It is often being used to replace or enhance traditional legal contracts.

5 COMPONENTS OF A BLUEPRINT OF WE

- 1. The Story of Us**
Share what draws you to these people and this situation.
- 2. Interaction Styles & Warning Signs**
The "blueprint of me," how I work best, what I look like on a good day/bad day, and what I might need that I couldn't ask for in the moment.
- 3. Expectations**
Core values and non-negotiables, the structure you need to create and sustain this relationship.
- 4. Questions to Return to Peace**
A tool to return to peace if the need arises, makes the difficult times shorter and easier.
- 5. Short & Long-Term Agreements**
How long you're willing to go before you make peace. An agreement of no outright harm, a willingness to keep an

open window if the unimaginable happens.

WHO'S USING IT AND WHEN

The Blueprint of WE is currently being used in 100+ countries in communities, corporations, small businesses, non-profits, families, schools, between business partners, boards of directors, teams, couples, friends, siblings, etc. Because it is a framework upon which to share the "blueprint of me" with others, it can be used within any relationship situation that exists, and with as many people as are involved. It creates effortless communication and easy day-to-day interactions that reduce stress and enhance overall emotional and physical health. People around the globe say it is an idea whose time has come. Visit the website to download sample Documents and learn to create your own.

www.BlueprintofWE.com

THE 5 COMPONENTS OF A BLUEPRINT OF WE DOCUMENT:



1. THE STORY OF US

This is the story of the individuals as they see one another while things are going smoothly. This is done in order to capture that affirmative perspective and remind ourselves why we're drawn to the other person(s) in the event that things go astray. We don't want to lose sight of what we once found so amazing.

Each person writes their version of The Story of Us, which is the story of the other's characteristics they most admire or appreciate and the reasons they're attracted to the situation. It could also be in the form of a bullet-pointed list. This serves as a reminder that when things get tough, these brilliant characteristics still reside. It's a mind map back when we need it most.



2. INTERACTION STYLES AND WARNING SIGNS

Each person creates a bullet-pointed list of his or her Interaction Styles and Warning Signs. The Interaction Styles are an account of how you generally like to work and live. Do you need to think out loud with a group, work alone at times, need an agenda? Do you tend to prefer quiet time, are you high energy, direct when you communicate, do you lean towards the optimistic? Interaction Styles deal with how each person likes things done, what's non-negotiable, what their preferences are, etc.

The Warning Signs is a list of the external clues you may show as signs of stress. The behaviors you exhibit right before things spin out of control. Are you less patient, do you immerse yourself deeper in your work, become a perfectionist, tap your pen on the table?

And most importantly, when you show these signs, *how might someone help you pull out of the spiral?* Tell them *now*, because in the moment, it might feel impossible to say what you really need. Come talk to me; give me space, then talk to me; help me see the data so I can step back from the emotional; offer me a back rub; reassure me, etc.

Warning Signs are the behaviors each person tends to display when things begin to go awry. Knowing these up front, and having someone tell you how to best assist, can alleviate a great deal of miscommunication and assumption that lead to a downward spiral.



3. EXPECTATIONS

The Expectations section is where you list the type of things contracts traditionally cover in terms of what's to be done, agreed upon, or intended. This is also the space to let the other person know what overall expectations you have

about the particular type of relationship you've entered into. It is the place to custom design the structure that you need to create and sustain the relationship.



4. QUESTIONS TO RETURN TO PEACE

The parties separately craft, and then merge, a list of questions they commit to answer with one another that will help bring a return to a state of peace if the need arises.

Questions like:

- What am I afraid of?
- What truths do I need to tell?
- What do I need from you right now?
- Does money play a part in this situation?
- What do I gain by continuing/ending this relationship?
- Is it time to redefine or redirect our work together?



5. SHORT AND LONG-TERM AGREEMENTS

Part of establishing a Blueprint of WE is also agreeing to a limited amount of time that can elapse before agreeing to come together to go over the Document. For some people it's three hours. If they feel something is off, they commit to sitting down within three hours and beginning the process of finding their way back to peace, even if the conclusion is that the relationship container as they know it is over. For some people three hours is too long, for others two weeks is the right amount of time. It depends on your temperament, style of relating to one another, and how much time you need to calm your mind down enough to have a more open-minded, compassionate conversation. This time-frame commitment states you will bring it up within that amount of time, but once you do, the parties involved can decide if they're ready to actually go over the questions in that very moment or if they need time to process what's happened first.

The parties also agree on a long-range timeframe of five years or more to get back together to find peace if something unimaginable happens and they can't seem to go over their Questions before then. They also agree that if they can't manage to come together, at the very least they commit that they will not do anything to outright harm the other person. They will not speak negatively to others, or create more pain for the other person.

Many of us carry the pain of a bad ending for a lifetime and never resolve it. This commitment allows us the opening through the healing nature of time.

The Blueprint of WE is a written trust between two or more people who see the power in moving through the fears and joys of a relationship with ease. It's typically written in the initial stage of the relationship, although if you are currently in a good place with someone, but the relationship is not new, it can be written then as well.

▶ Sample Business Blueprint of WE Collaboration Document

Context for the creation of this sample Blueprint of WE: (This context would not be written in the actual collaboration document, but is meant to give you, the reader, better insight into why specific elements were shared.)

Anne is the owner of a medium sized business. A key portion of her business was faltering and she needed to make some changes. There were communication problems and delivery mistakes up and down the supply chain. Anne was unsure if she had expanded too quickly, or if the market opportunity was too disperse to manage effectively. She considered cutting back on this portion of the business, but that would have meant laying off some people who had been with the business since the beginning. Anne needed a solution.

Brian is a custom software designer and IT consultant. He specializes in creating integrated communication and distribution software for disperse and expanding businesses. Most of his solutions are on the cutting edge of technology and business philosophy ideas and are seen by some to be risky and over the edge. He prides himself in connecting on the people side and this helps companies to adopt the new and sometimes radical software systems he creates.

When Anne and Brian met they hit it off well as like-minded business people who liked challenge and a certain amount of risk. Anne believed Brian's solution could be the answer to her problems. The project before them needed a certain degree of flexibility and an integrated approach to succeed. After considerable discussions about process and delivery; including expected schedules and responsibilities which both parties would need to meet, Anne and Brian agreed that the project at hand, and their business relationship into the future, required a strong foundation built on trust and respect. On Brian's suggestion they decided to create a Blueprint of WE. Previously Brian believed that only those projects appearing most chaotic would require a collaboration document. Yet after he was burned by a client relationship that began more harmonious than most, he now insists on a Blueprint of WE with all his clients. It has saved him a lot of agony to know he can focus on the work at hand rather than putting so much energy into needless worry over what the client may or may not be thinking. The Blueprint of WE allows him to ask more openly, and know the client has committed to doing the same.

Our Blueprint of WE: Between Business Associates Anne and Brian

We both agree that staying in a good place with one another is more important than keeping our business relationship status quo. Creating this Document will change the nature of the relationship by building a foundation of knowledge and understanding that engages our creativity and intelligence at a far deeper level. In the event that we encounter a rough spot along the way, this information and list of questions, written by us, is a way of ensuring we'll have the difficult conversations that are sometimes needed, and come through them knowing we only have the best intentions for ourselves, each other and the business at hand. This is a living, breathing Document that will continually evolve as our work evolves and as we grow and change.



1. The Story of Us

Anne: We came upon the decision to work together because our thoughts on this project were very much in alignment. I admire the way you're so passionate on the topic when you talk to the group and your knowledge of our specific software package is incredibly valued. You bring a lot of energy and life to the project and I respect the way you do business. Your honesty is impeccable, you value other people's time and I trust that you want what's best for the company as well as yourself.

Brian: I'm grateful for the chance to work on a project that really aligns with my skills. I appreciate the fact that you've put your trust in me and are willing to give so much of your time to assist me. Your ability to run the numbers yet see the bigger picture is critical. The entire team greatly respects your leadership style because you're willing to let us take risks. I'm glad you're a risk taker, because I know this project might be seen as radical in some arenas. I like your sense of humor in tough times and the fact that you can say so much in your silence at times.



2. Interaction Styles

Anne: I am at once a very hands-on person with details, but also very hands-off when it comes to letting my people do their best work. I'm confident in letting go of control, because I've done my homework ahead of time. If I can see you're prepared, I can let go of control, but don't come to me unprepared.

Brian: I tend to work at a very fast pace and am very frenetic when it comes to creating the software solutions. When working with others I am gregarious and enjoy a relaxed, casual atmosphere.



2. Warning Signs

Anne: If I go into my office and shut the door, look out. I only shut my door when I am unsatisfied with the situation. When I come out, I need rational, straight answers, not opinions or roses. I also tend to get irritable when I skip meals, so it wouldn't be a bad idea to have some food on hand during crunch time.

Brian: When things get stressful, I often get more excited and impatient when others don't pick up on what I'm trying to tell them. At that point I need someone to remind me that I'm not helping the situation by adding more stress and I may need a five-minute breather.



3. Expectations

Project Agreements:

Description: Brian and his organization will deliver an IT solution for Anne's company's distribution system, including deployment, testing, implementation, and on-going support for 2 years - renewable annually.

Timing: Deployment will begin August 1, with a goal of full implementation by January 31.

Cost: \$400K to Brian's organization; \$100K June 15, \$75K September 15 and December 15; \$100K upon full implementation. Remainder paid in 3 installments beginning at year 2.

Anne's Expectations:

- *Relationship definition:* Collaboration based on respect, meaning each person gives respect to each person involved, including oneself. Timely communication = weekly progress meetings and daily updates. This will be contract work - Brian is not an employee, he is an equal.
- I expect to be available every step of the way. This is a crucial project for my company.
- I expect the work to be done efficiently. That being said, I understand that as we stretch the boundaries, things may take longer than planned. It's important for our company's cash flow to get the new system in place and working well as soon as possible.
- I value teamwork, a no-nonsense approach to the business at hand, recognition where it is due, and fun.

Brian's Expectations:

- *Relationship definition:* Work together on a project basis. My organization will deliver and implement an IT solution to the distribution problem. Anne has the knowledge of her business, I have the knowledge of process and flow. Together we create a team to deliver what is needed.
- I expect we will push the boundaries of what an IT system can provide and push ourselves in the process.
- I expect to enjoy my work while providing a valuable service.
- *Values:* determination, spontaneity, respect, clarity, creativity.



4. Questions to Return to Peace

1. How comfortable are each of us having this conversation right now? Is it the best time?
2. What are the pluses that we have each brought to the project so far?
3. Peel away the layers of fear and ask yourself why there's tension or why we're feeling disconnected.
4. Are each of us getting what we need?
5. Has the work we planned on doing together panned out as expected so far?
6. Is it possible this could be occurring because of some sort of a power struggle. If it is, who is it between and how is it impacting us?
7. What do I appreciate most about you? What gifts have we given each other?
8. What do I need to forgive myself and/or you for?
9. Now that we have answered these questions, what are you still afraid of?
10. Thank each other.



5. Short and Long-Term Agreements

If at any given moment one of us feels there's something out of place, we commit to coming together within four hours to go over the above Questions. We also agree that if by chance something unimaginable happens and we can't manage to come together to go over the questions to return to a state of peace, **we commit that we will not do anything to outright harm, speak negatively to others about, or create more pain for the other. We also agree on a long range timeframe of five years to get back together to find peace if we can't seem to make it happen before then.**