



Coaching

T O C O N N E C T

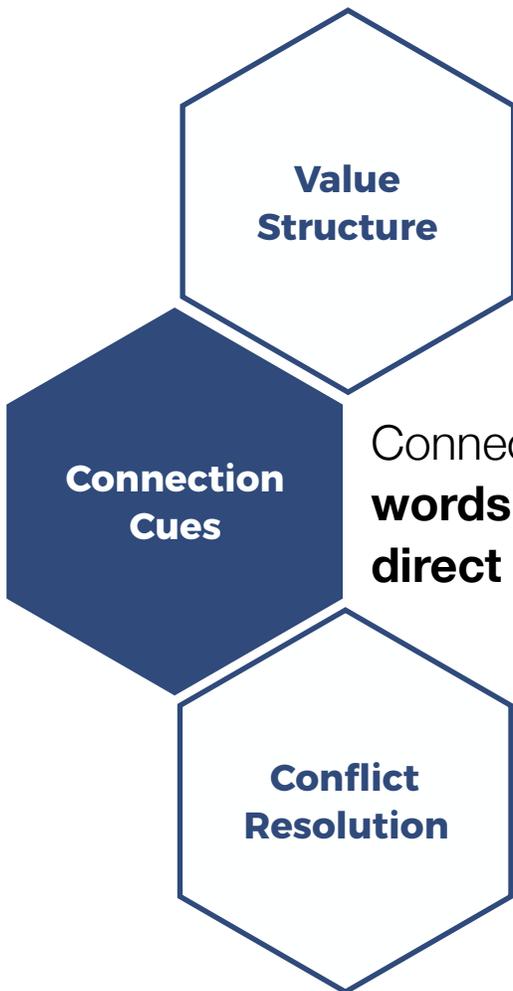
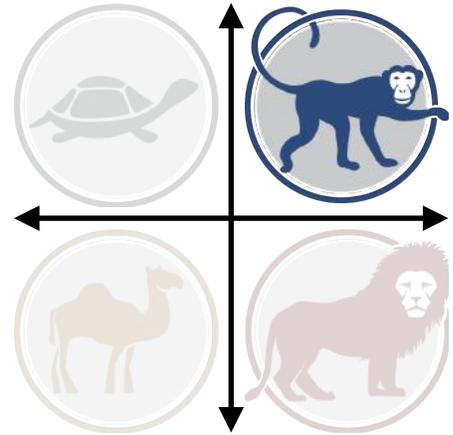
*RESOURCE
GUIDE*

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The Much-Loved Monkey

Monkeys are the life of the party.

They have an incredible ability to "read" people, and a huge capacity for compassion and empathy. Monkeys thrive in environments where they can meet and hang around groups of people.



Monkey's value **approval and affirmation.**

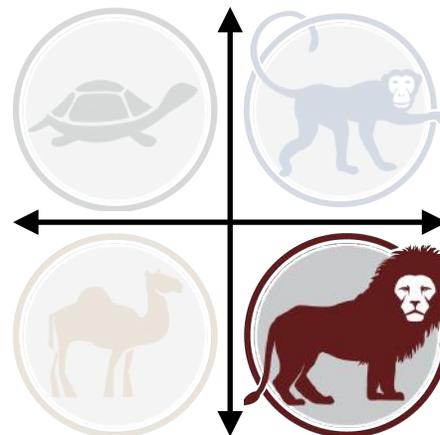
Connect with a Monkey using your **words, appropriate touch, and direct eye contact.**

Let Monkey's **express themselves** and validate the fact that they feel a certain way.

The Leading Lion

Lions are large and in charge.

No one better get between a Lion and their goal. Lions are your go-to people for big and important projects. They can see the big-picture plan and will do whatever it takes to get the job done and make it happen.



Value Structure

Lions's value **the accomplishment of the task.**

Connection Cues

Connect with a Lion by **empowering them to accomplish a goal.**

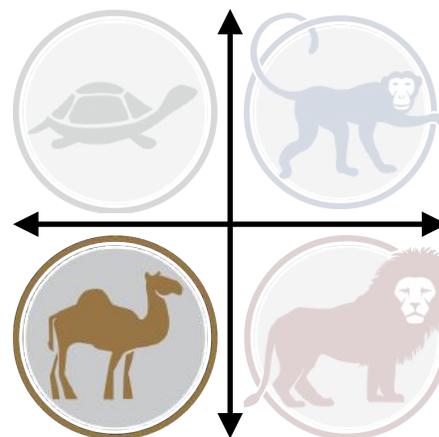
Conflict Resolution

Have a **direct and action-oriented conversation** with a Lion so they can move on to accomplishing their goal.

The Competent Camel

Dot your i's and cross your t's.

Camels love the details, and will complete any task thoroughly and efficiently. The Camel is sure to show up prepared with the data, details, and a thorough process to ensure success.



Value Structure

Camel's value **the quality of their work.**

Connection Cues

Connect with a Camel by **asking detailed questions and listening to the specifics.**

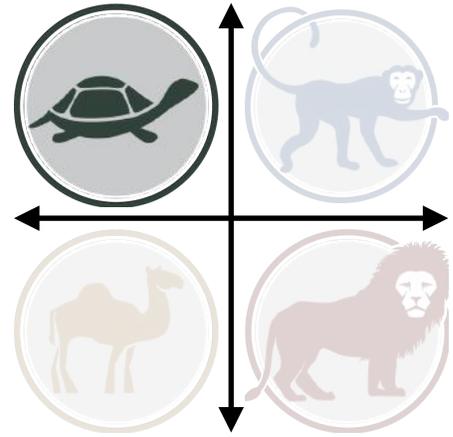
Conflict Resolution

Be accurate around the specifics of the conflict and help them lower their expectations from perfect to excellent.

The Tranquil Turtle

Slow and steady wins the race.

Turtles have a level of depth and wisdom that can only come from slowing down enough to gain the right perspective. They value their close relationships above anything else, and would rather spend one-on-one time relaxing with you than partying it up with a crowd.



**Value
Structure**

Turtle's value
**one-on-one interpersonal
relationships.**

**Connection
Cues**

Connect with a Turtle by taking a genuine interest in
**the relationships that are important to the
Turtle.**

**Conflict
Resolution**

Give the Turtle **time** to gather their
thoughts and formulate a response.

Dealing with Conflict

Debunking the Conflict Myth

The most misunderstood and difficult part of relationships is this:

In order to have healthy relationships, you must be able to have healthy conflicts.

Conflict is never easy, but if you can have healthy conflict with someone, you will build an immense amount of trust and respect in that relationships. Engaging in healthy conflict tells an individual that “even though I may not agree with you, I still value you, your feelings, and your life experiences.”

How to Build Trust in a Relationship

Respect

All relationships must start with a basic level of respect. You can still respect an individual as a human being while not agreeing with their actions or decisions.

Connection

Giving someone a basic level of respect opens up the *possibility* of being able to engage with that person on a meaningful level. Connection happens when you bond over similar experiences or preferences.

Authenticity

If you are your authentic self around someone and they are their authentic self around you, chances are, you will disagree about something and conflict will arise. It's important here to acknowledge the conflict so it can be resolved.

Healthy Conflict

If you are your authentic self around someone and they are their authentic self around you. Chances are, you will disagree about something and conflict will arise. It's important to acknowledge this conflict so it can be dealt with.

Trust

Trust comes when you can be your authentic self around someone without fear of judgement or condemnation. All of the previous steps are requirements for building trust. Trust takes times.