

# The Human Economy

Man is a knot into which relationships are tied.

—Antoine de Saint-Exupéry,  
*Flight to Arras*

Although Carly and I had been in eighth grade together, something changed when I saw her in ninth grade. When she walked into the room, it seemed that every teenage boy had his eye on the girl I thought was the prettiest one at school. But there was a big obstacle to asking her out: her beauty intimidated me.

After a couple months, I stopped allowing my fear of rejection to stifle my pursuit. I devised a scheme to ask her out that guaranteed a response of yes. It was a simple strategy, one that many others use when they're young and infatuated (and even when they are adult men with perceived courage and strength). I decided to ask her friends if she "liked me," while ensuring that she wouldn't find out that I *liked her*. To my surprise, I discovered Carly had a little thing for me as well!

She agreed to go out with me, but for fourteen-year-olds, what is dating anyway? I wasn't even old enough to drive. The only money I had was from my parents for taking out the trash and washing dishes. For me, dating involved seeing each other at lunch and at our lockers between classes. Of course we also talked on the phone at night, which was often filled with uncomfortable silence. But isn't awkwardness the teenage *modus operandi*? I decided to move forward anyway.

Two weeks into our "dating relationship," I took Carly on our first date. That is, I asked to see if her mom could drop her off at my house on Friday night—and she did. After she met my parents, they went into the next room and left us by ourselves. I was nervous about whether we could make conversation for two hours; after all, I was a teenage boy used to having entire conversations consisting of grunts and comments on bodily functions. But in an effort to avoid this dilemma, I had rented a romantic comedy. After the movie, I was hoping we would have only a few minutes before her mom came; although I really liked her, I didn't know what to talk about. But I tried.

"How did you like the movie?" I asked.

"It was good. How did you like it?"

"I thought it was good too."

That's about the extent of the conversation.

As we sat on my couch, I wanted to connect so badly, but didn't really know how. So I came up with a seemingly brilliant solution. I decided to take our relationship to the next level. I slowly put my arm around her and started rubbing her shoulder. Then my clammy palm grasped hers as I looked into her big brown eyes and attempted to create a meaningful moment. The next thing that came tumbling out of my mouth was, "I love you."

Pure silence.

She just sat there looking at me with a blank stare. It was not so much the look of affection and adoration I was hoping for, but more the look of someone standing in the middle of the

road about to get hit by a Mack truck. Saying, “I love you” in that moment was the verbal equivalent of someone jamming a stick into my bike spokes while going thirty miles per hour.

After what seemed like an eternity, Carly managed to get out two words, a confused “Thank you?” Of course she had no idea how to respond. What else could she say? It’s no surprise that our relationship ended shortly thereafter. In an effort to take our relationship to the next level, I had said something completely foolish, and it produced the opposite effect from what I wanted. Instead of bringing us closer, it broke us apart.

I didn’t know a name for what happened, but the fact is, I didn’t have any *relational intelligence*. I tried to create a meaningful moment without doing the work of cultivating the relationship. I attempted to force something that the relationship wasn’t ready for. My motives were selfish, and my awareness of her emotions and own desires was not even considered. Not to mention that my approach was awkward, insensitive, and foolish.

My lack of relational intelligence in that moment reflects a bigger reality that has a profound impact on leadership, for better or worse. As leaders, our capacity for relational intelligence can be the cause of both our failures and our successes. One mistake can do enough damage to dissolve a relationship. In one instant, we can destroy what’s taken years to build. If you have experienced what it feels like to be the victim of someone else’s lack of relational intelligence, you know exactly what I mean. For instance, instead of trying to resolve conflict appropriately, maybe someone verbally attacks you, and as a result your relationship implodes. Or maybe someone makes you believe that he or she is trustworthy, but then violates that trust and wounds you deeply with harsh or inappropriate words. Or maybe you follow someone’s leadership because you believed in the person, but when you needed him most he abandons you and leaves you to

As leaders, our capacity for relational intelligence can be the cause of both our failures and our successes.

fend for yourself, thus breaking up your relationship. In contrast, a person with a high level of relational intelligence knows how to resolve conflict in a healthy manner that fosters the strength of a relationship rather than breaking it down; she earns your trust and is able to sustain it by being a person of integrity and love, and she appreciates your faithfulness to her and in turn is faithful to you when you need her.

As leaders, our intentions are often sincere in wanting to help people move forward, or take a team or group to the next level. But sometimes we don't know exactly how to accomplish our goal. We want to create meaningful moments, but we sometimes end up saying or doing the wrong thing, even when our intentions are good and sincere. As we push people to make progress and pursue a greater purpose, sometimes we find that we're too impatient to do the work of cultivating the relationship that will help them succeed. As leaders, we can sometimes see relationships as simply a means to an end, and this inevitably short-circuits the process needed to apply and implement relational intelligence in our everyday lives and leadership.

*What if cultivating smarter relationships became a more integral part of how we approach leading others? What if we focus on the quality of our relationships, which sometimes can be the harder way, but trust that this is also the better way? What if we learn how to create meaningful moments more effectively with others by engaging relational dynamics differently than we have previously done, building trust and credibility that lasts? Our ability to forge healthy relationships is increasingly critical to our leadership effectiveness. In the past, authority and credibility were built on status, power, or position, but in today's world it's built on relationship and trust. To be relationally intelligent, we must shift from a *positional authority mind-set* to the crucial leadership mind-set of *relational authority*. If we want to move forward in expanding our influence, we must ensure that the foundation of relational intelligence is built. And then we'll be on our way toward cultivating a new way of being smart.*

## Relationships Are the Human Economy

When we hear the word *economy*, we think in terms of finances. The way economics breaks down involves how we spend, invest, and give away our money. But a lot of people would admit that they don't spend adequate time and attention improving the way they handle their finances, which affects their financial intelligence. Whether we neglect or expand our efforts in this arena, we all influence the global economy in some way. And just as the global economy is all about money, the human economy is all about relationships.

Relationships have a direct correlation to the quality of our lives. Unfortunately, many of us often give less-than-optimal effort, focus, and intentionality to maximizing how we spend, invest, and give in our relationships. Wouldn't life be different, and better, if people avoided spending years in the same relationally dysfunctional cycles—at home, at work, or as leaders? What would change if people paid closer attention to how they spend, invest, and give in their relational sphere? What if people kept striving to improve their interaction with others so the quality of their lives would be enhanced and their influence would be expanded?

Because the human economy revolves around relationships, how we choose to spend, invest, and give our lives is of primary importance. Relationships define what it means to be human, which makes them both complicated and fragile. They are the most challenging and complex arena of our lives. They can create enormous amounts of pain, but they can also be the source of indescribable joy. Without relationships, human beings experience loneliness, emptiness, and despair, but when relationships are a present and active part of daily life they give a sense of belonging, fulfillment, and hope. They're critical to our personal well-being and the wholeness of our emotional world,

Relationships define what it means to be human.

and they even affect our physical health. Relationships are the context from which we find meaning and discover what lasting contributions we can make in the lives of others. Our day-to-day human interactions will determine the quality of our lives more than the tasks or work we do, whether it's in our careers, in leadership, or in any other arena of life. We cannot overestimate the profound effect relationships have on our lives.

Once I was facing a major life decision where the relational connection superseded all other factors in my decision-making process. Upon graduating with my master's degree, I began looking for a job. I found one of great interest in Seattle, and the organization flew me in for an interview. On paper, the job had everything I wanted: it was in a city where Cheri and I both desired to live, a job with an impressive and friendly staff of potential coworkers, a salary much higher than I expected (not to mention a significant spending budget), and then there was a large office they offered to design in any way I wanted. After seven years of school (college and graduate school), including a three-year internship that I actually paid the organization to be part of, this job was looking pretty good.

However, there was one critical missing component. I was unable to establish a relational connection with the person who would ultimately be my boss. It wasn't that he did anything wrong or that he treated me poorly, but after walking away from our interactions with him, Cheri and I felt that there was no potential for the strong relationship that I would need if I were to follow his vision. Although he offered me the job, and although it was a difficult decision in part because it had so many great opportunities I was looking for, I turned it down simply because there was a lack of relational connection.

Shortly afterward, and in direct contrast to that experience, I met the man who is now my boss. Cheri and I were living in Chicago when we met Erwin McManus through our mutual friend Greg. He graciously agreed to meet with us and talk about the possibilities of how we could be a part of Mosaic, the

spiritual community he led in Los Angeles. From the moment we met him, we felt an immediate connection with him. That connection continued to grow stronger over the next few hours as we talked and dreamed together about the future. Erwin had made it clear before we met, and even during our meeting, that Mosaic didn't hire people who were not already an integral part of the Mosaic community in Los Angeles. Therefore it wasn't a meeting that was going to result in obtaining a job, but this didn't ultimately dissuade me from my decision. Thanks to the strong relationship established that evening, a job opportunity wasn't even part of my decision-making process. That night, Cheri and I were compelled to the decision to move from Chicago to Los Angeles so that we could become part of this amazing spiritual community, as volunteers. We chose to figure out the rest of the details along the way. Mosaic did hire me later, but after many months of serving and building strong relationships. Today, I have the honor of still working on staff at Mosaic, and it all traces back to establishing a strong relational connection.

In contrast to the first job interview, this option offered nothing initially I was looking for in terms of my career, and there was certainly not any kind of financial benefit. But we had met a leader we believed in, who had a vision we were compelled to support. I wasn't offered a job, but this leader did take the time to meet with me, invest in me, and inspire me. The relationship we established was the much more important thing that persuaded us. Cheri and I made a huge life decision, not based on money, a career opportunity, or the easiest road, but rather on something much less tangible though much more powerful: a relationship. People will ultimately be disappointed with wealth, status, and success alone, but people will thrive and be influenced by the substance and profound nature of their relationships.

It's hard to find anything that matters more than relationships. To understand the full gravity of the power and

significance of relationships, we have to look at the origin and source of them. Relationships didn't begin as a human initiative, but instead as a divine one flowing from the center of who God is. God didn't create human beings because He somehow needed us; rather, He created human beings as relational because He exists as a relational being. His desire for us is to enjoy the kind of community that He experiences within Himself. God is not a lonely being searching to find community, because He has community within Himself (Father, Son, and Spirit). Although I cannot comprehend this mystery of how God exists in this capacity, I do know that human beings have been created in His image and likeness, which involves being created as relational beings. What matters most to God is relationships, and that's why they are the foundation of the human economy.

### **Relationships Are the Virus of Influence**

The next foundational element of relational intelligence involves the dynamics of influence, which compares to how viruses infect our immune system. A virus is an infectious agent that reproduces or grows only when it has a host cell or carrier. It can be a bad thing or a good thing. A vaccination can be good when it is a virus injected into our bloodstream to strengthen our immune system. But a bad virus is one that is harmful and breaks down the immune system, making us more vulnerable to disease and illness. When it comes to relational intelligence, we as human beings are all carriers, or host cells. We carry the *virus of influence*, which is called relationship.

We carry the *virus of influence*, which is called relationship.

As carriers of the virus, we transmit our influence through our human-to-human interactions—for better or worse. And although this viral reality is true for everybody, it has heightened importance for leaders because they carry the virus of influence with stronger intensity and are even more contagious because



of their greater capacity to affect others. When leaders embrace the powerful force of this virus, it can empower them to create positive change and a better world through their relationships.

Leaders have the potential to infect people in a way that moves them forward or backward—and this happens primarily through relationship. They can pull people away from what is good, or push them toward it. They have the capacity to strengthen people, or harm them. It can be used to destroy and diminish followers, or to bring life and propel people forward. This dynamic is also what makes influence so dangerous in leadership.

The virus of influence encompasses many things, but its most potent effect is discovered in the spiritual realm. This is both an extraordinary gift and an immense responsibility. Because we human beings are innately spiritual, when we choose to lead we must know that the core of who we are will have a contagious effect on people—for better or worse. Without question, our own spiritual health will spread to those who choose to follow us. True spiritual leaders create relational health around them because they know that their influence flows best wherever healthy relationships exist.

I have a friend who exemplifies true spiritual leadership through relationship. Her name is Sunneye and she works as a teacher in Los Angeles. She's chosen to cultivate relationships with international students on her campus in order to offer friendship to many who are in need, and spiritual guidance to those searching for God. She hosts weekly dinners where she invites students to eat together, get to know one another, and share in intentional discussion groups. Sunneye has affected many people's lives through the gift of relationship—and especially affected one in particular.

Sagar moved to L.A. from India to attend college, and although he loved the experience of moving to a city like L.A. and obtaining an education here, he found himself struggling with the significant changes that come with such a transition. So when Sunneye invited him to dinner with the group, he was

immediately drawn to being part of this community, despite not really knowing what it was all about. The friendships in a lonely season of his life compelled him.

On finding out Sunneye was a follower of Jesus, and that she was encouraging spiritual discussion, Sagar was naturally hesitant because he was a devout Hindu. However, because of the kind of person she was, and how Sunneye offered such great friendship to him, he openly engaged in the discussions. In short time, he opened his heart and mind to a God he never knew, and in ways he never imagined he would. Sunneye invited Sagar to Mosaic, but he came initially because she had become a dear friend and he didn't want to offend her. To his surprise, Sagar liked Mosaic and found himself strangely drawn to what he then called "the Mosaic God." This is where a new chapter in his spiritual journey began.

As a result of Sunneye offering her relational space to share with someone she didn't even know, Sagar connected to our faith community. This is where Sagar's journey and mine intersected. We began a friendship, and with it Sagar leaned into his spiritual curiosity. He began asking thought-provoking questions about this "Mosaic God," and even about Jesus.

Because Sagar didn't have a car, I offered to give him a ride to Mosaic, which began our ongoing weekly ritual on Sundays. Our friendship deepened and our conversation about spirituality continued. After several weeks of driving together and talking, Sagar came to a decision. He didn't want to abandon his Hindu religion, but he was ready to make the Mosaic God one of his gods. When I asked him how he came to this decision, he said he could see the effects of this God in Sunneye's life and mine. He noticed how this God opened our hearts to friendship with him and began using us to change his life for the better. He shared with me that he saw the goodness of God in us.

As weeks progressed, I could see Sagar's heart opening more and more to the possibility that Jesus could be real. It's as if I could see him week after week changing little by little.

One Sunday came, like any other, as we drove and attended together, but although this Sunday appeared like the others it was altogether different. On this week, I could see Sagar across the courtyard after the gathering, looking intently for me, with a sense of urgency in his step. He spotted me and moved toward me. I could see his eyes welling up with tears. When we met, he looked at me with the most clarity I'd ever seen in his eyes. I knew I didn't have to say anything, so I just waited for him to speak. When he did, he said, "I no longer want to make the Mosaic God one of my gods. What I want is to make Jesus my one and only God." I could tell he was looking at me for guidance on what to do next, now that he made this declaration out loud. I asked him, "Have you told Jesus what you just told me?" And he said, "No; how do I do that?" Right then we prayed together, and Sagar made Jesus his one and only God.

It never ceases to amaze me how a meaningful relationship can open a person's heart to new spiritual realities never thought possible. Through something as simple as friendship, a person can make decisions that change the trajectory of an entire life. Intelligent relationships are the key that opens the door to humanity's heart, to true spiritual influence. The relationships we build have a viral effect on humanity and will have a direct impact in our leadership.

Intelligent relationships are the key that opens the door to humanity's heart, to true spiritual influence.

## Relationships Are the Proof of God

There's a moment in the Scriptures when Jesus engages the most critical human conversation. He tells his followers that He will be leaving the Earth, and that they will not be able to go where He is going. On numerous occasions, Jesus boils all of life down to one thing: "A new command I give you: love one another."<sup>1</sup> That's a clear, simple marching order, and as the most influential leader in the history of the world Jesus lived it out completely.

Jesus desires to move this value deeper into every human heart and see it expressed through the lives of leaders and in the lives of those they lead. Through the life of Jesus, we can discover the undeniable reality of the primal essence of leadership and the most powerful force of influence: *love*. God chooses to reveal Himself through extraordinary, as well as ordinary, acts of love.

This is not love as we often think of it, as soft, sentimental, or romantic. It's love that is less like the infatuation between Jack and Rose on the *Titanic* and closer to the sacrifice of Oskar Schindler, who risked his own life to rescue thousands from death. When Jesus talked about love, it was alive and real, and it had a transforming effect on people's lives. In fact, there's nothing as fierce and profound as the love that Jesus both embodied and continues to extend to humanity. This love is not like a quiet pond that we easily overpower, but instead a rushing river that is stronger than we can contain. It could be compared to a waterfall that pours down with such force that it has the power to generate enormous amounts of electricity.

Love like this comes with the profound action of serving, risking, and even sacrificing when necessary—all for the sake of others. Jesus often reminds his followers that by this action-oriented and sacrificial love, all humanity will know that they are His followers. God could have chosen a different way to prove Himself. He could have decided to give us extraordinary powers to heal the sick or help the paralyzed walk. He could have given us the ability to bring sight to the blind, or even given us the ability to coerce people to believe in God. He could have told us how to become superhuman in our talent or intellect. But instead of teaching us to be the loudest with our voices, Jesus invited us to be abundantly free with our love. He didn't admonish us to dominate with power, but to bend a knee and serve others. He didn't indulge the part of us that wants to rule, but instead appealed to our hearts and invited us to love well. He didn't command us to force our opinion of truth on others, but to live out His truth with love in our lives. When we follow

this way of love, we can become branches outstretched to all of humanity that offers an abundance of goodness and grace.

Jesus told us that *love would be our unifying theme of humanity*, and the powerful reflection of who He is. He created us as relational beings, designed to love one another so that in a human way of love His divine love would mysteriously change us and His love would then be revealed to others. Love is who God created us to become so the world would see and know Him through us. When we love people well, we become the proof of God.

In our attempt to love others, we easily fall prey to loving ourselves too much and loving others too little. Even if we have all the best intentions to love someone, we often end up falling short in expressing it. My hope is that this book can help guide us in overcoming our human shortcomings so we can begin to live out this fierce and powerful love in and through our relationships, so that ultimately people will experience God's love *in them* through our love *for them*.

God will continue to push humanity toward the transformation of our relational worlds, toward expanding our capacity to internalize His love so that we can externalize it to others. God desires to bring us into relationship with Him and into community with one another so that He can reveal to the world the proof of who He is. He wants us to reflect His beauty, brilliance, and wonder, where people begin to see the strength and truth of His character. He intentionally made this possible through the opportunities we're given with people in our daily lives. *Love is the greatest, wisest investment we can make in the human economy*, and if we want to improve our spending habits in love, and learn how to invest in ways that have greater return, we must actualize this love in our relationships. *Relational Intelligence* is a guide to help enhance our ability to do just that, and in turn create a different and better future for the world as we know it. As we move forward, we must keep

Love is the greatest, wisest investment we can make in the human economy.

the foundation of relationships and influence in mind. But now, let's turn to what *Relational Intelligence* is.

## **What Is Relational Intelligence?**

Most people intuitively know how to define cognitive intelligence. We use such terms as *smart*, *brilliant*, or *clever*. But even though most of us understand cognitive intelligence at a fundamental level, there's still not a universally agreed-on definition. However, one simple way to define it is as the ability to learn, understand, and comprehend knowledge. Despite our basic understanding, though, there are many more nuances to comprehending the fullness of what it means.

Relational intelligence draws on a similar tension. At a fundamental level, we may intuitively understand what it means, but as we move forward, here's our formal working definition:

Relational intelligence is the ability to learn, understand, and comprehend knowledge as it relates to interpersonal dynamics.

This definition is the foundational framework to begin learning more about developing our relational potential and expanding our capacity to implement relational intelligence to our leadership. In essence, the purpose of relational intelligence is to enhance the quality of our relationships and expand our influence. We'll continue to expand on the nuanced meaning of relational intelligence, but this book focuses on helping people increase their ability to apply relational intelligence to their leadership and to every aspect of their lives. The goal is not just learning or comprehending knowledge about relationships, but guiding people in advancing their ability to influence through *application* of relational intelligence.

Pursuing relational intelligence (which I'll also begin referring to as RI) is a discovery process that requires our attention, focus, and intentionality if we desire to grow in it. To improve in this arena, we must develop the ability to see into new

dimensions of interpersonal dynamics and become smarter in our responses and applications of RI with others. By cultivating RI, we can enhance our ability to affect the people around us more positively. The more relationally intelligent we become, the more we will demonstrate increased love, respect, and trust in every relationship in our lives, which will inevitably elevate our influence.

## Measuring Relational Intelligence

Just as an intelligence assessment yields a measurement or score of our cognitive intelligence (IQ = intelligence quotient), a relational assessment measures our relational intelligence and yields our RQ score (RQ = relational quotient). This measures the intelligence of our relationships. You've most likely never taken a relational assessment (or even heard of one), but maybe you took an intelligence assessment when you were young to discover your IQ score. Most experts in the field of cognitive intelligence tell us that a minimal amount of change happens to a person's IQ after the teenage years. This is why, if you took your IQ score at a young age and then also took it later in life, the scores probably came out almost identical. But it could be much different if you did the same thing with your RQ score. Your RQ score can always change.

Relational intelligence is a *hybrid* of developing social skills and cultivating relational health.

In essence, relational intelligence is a *hybrid* of developing social skills and cultivating relational health. All of us can continue to develop in relational intelligence as we learn from our experiences and interactions with people, as we improve social skills, and as we discover how to cultivate relational health. It is possible to improve in these competencies and grow more adept at navigating our interpersonal interactions and conversations.

Knowing your RQ score can be one gauge to help reveal how well you're learning and applying your knowledge in

relationships. If you would like to know your RQ score, go to [www.relationalintelligence.info](http://www.relationalintelligence.info) to take an assessment. Then, as you strive to increase your RI, later you can take it again to assess your improvement and growth. It's also helpful to get other people's perspective on your RI in both strengths and weaknesses. Your RQ measures not just your knowledge of relationships but how well you understand and engage in relational dynamics. It can help you see where you need improvement when it comes to cultivating relational health or developing social skills. The results can even uncover how much focus, concentration, and effort you give or don't give to your human relations. In contrast to your IQ score, there's no doubt that your RQ score can be improved as you increase your relational intelligence.

There are many ways to increase our RI: improving how we make decisions, how we interact with others, how we handle conflict or build teams. For instance, let's say a leader is about to begin a team meeting. If she decides to take the path of intentionally developing RI, she approaches this meeting differently than she normally would. She first assesses how her own strengths or weaknesses affect the existing team dynamics. Then this team leader assesses how this intersects the purpose of the team, the strengths and weaknesses of the members, and the personality types and passions of each individual.

RI happens when a person understands that each piece matters and he knows how to put together the puzzle in a way that actualizes his potential as a leader as well as the potential of the team. Just as a person completes a puzzle piece-by-piece, this is what someone with RI does as he develops and applies RI to a given situation. He can assess his relationships piece-by-piece and create a complete picture so as to best accomplish the goal and ultimately increase influence.

Taking the RI approach radically changes how this meeting goes. It affects the beginning (how the leader approaches the situation), the middle (how the leader engages the meeting), and the end (how the leader guides the team toward the best



outcome). As a result of this approach, the leader is more centered, self-aware, and fully present in the meeting. During the meeting, each individual also feels more valued, understood, and affirmed. The team members are more connected to one another and more focused on their responsibilities and team goals. The team members become more motivated by enjoying themselves, and feel validated in who they are and in what contributions they can make. Finally, the team members may even begin to have increased respect for the team leader, therefore increasing the leader's ability to influence. All of this is a result of applying RI.

As we move forward, we'll continue to dialogue about how to develop RI as it relates to increasing your self-awareness, cultivating the hidden relational genius with you, maximizing your impact in conversation, learning to create a healthier team culture, and much more. As we travel together through the pages of this book, we're going to develop a multilayered perspective on developing the RI that we desire in our lives, as well as gain insight to help guide others in their journey of RI. We'll also move toward better understanding our RQ score (the measurement of how smart we are in our relationships), beginning with the online assessment tool ([www.relationalintelligence.info](http://www.relationalintelligence.info)). In addition, we'll continue to zero in on how our RI affects the dynamics of leadership, influence, and the quality of life in the people around us. Just as someone who studies and observes the brain can gain a more thorough understanding of the deeper dimensions of cognitive intelligence, my hope is that our reading, reflections, and observations throughout this book will give us a more complete and holistic understanding of the deeper dimensions of relational intelligence.

### **Changing the Future**

The best leaders strive to move people on a journey into a different and better future. They peer over the horizon and harness their relationships to pull others forward with them. They are

driven to bring change right now so that it changes what could be tomorrow. On this journey, one of their greatest challenges is that they often want to guide people to places they themselves have never even been before. Though there is no GPS (global positioning system) that tells them how to get there, they continue to engage in relationships that build trust and compel people forward, despite their uncertainty about what lies ahead, despite not always knowing the results or outcomes. Leaders realize that the more people they bring with them, the more powerful the effect they can have on changing the future, and making the world a better place. Catalyzing transformational change for the future must be driven through relationships.

o o o

Relationally intelligent leaders understand at a deep level that they live in a world where relationships are the primary portal through which true change happens. So they strive to cultivate healthy relationships. RI leaders understand that, as much as anyone, leaders are primarily responsible for creating an environment that fosters change in our world, and that the best mode of influence comes when we recognize the intrinsic value of human beings who have been created in the image and likeness of God. Relationships can be demanding, fragile, and complex, and that's why this journey will require our unwavering diligence, determination, wisdom, and intentionality. We know building healthier, better, more influential relationships involves commitment and sacrifice, but if we step forward as leaders then the world around us will ultimately become a more human place that is filled with authentic love.