



## Developing Positive Relationships

**Facilitator Instructions:** This activity will take about 10 minutes.

One way to facilitate discussion is to ask trustees to use the ideas from **Module 4** page 3 (in the orange box) to help them.

“Read the following case study, then answer the questions. Once everyone has finished answering the questions, discuss your answers with your elbow partner and then share them with the entire group.”

Sophie is an elected trustee. She prides herself on being a perfectionist, is confident in all areas of work and she works quickly. Fred, who sits on the board with Sophie, is very well-respected and has years of experience, but he is close to seventy. He works slowly and is unable to understand new procedures quickly. He needs to have them explained step by step and they need to be repeated numerous times. Once he has understood, he is fine. He finds the demands of new policies and practices difficult.

At times he appears nervous and vulnerable. Sophie is very frustrated with Fred, but she knows that she has to learn to work with him for the duration of their term as elected trustees.

**What steps can Sophie take lessen her frustration with Fred?**

**What does Sophie need to change in herself to be able to work with Fred?**



**How can Sophie approach Fred to help him where he needs it without putting him down?**

**Ideas from discussion that are worth remembering:**