

MY SUPPORT SYSTEM PEOPLE

Below is a description of some of the functions which human relations can provide for us. Please read the descriptions, then enter the names of the people in your life who provide you with that function in your relationships with them. Think of friends, family, neighbours, work associates, etc. While some individuals in your life can provide you with more than one specialized support function, try to think of individuals who provide you with a special resource.

<u>FUNCTION</u>	<u>DESCRIPTION</u>	<u>SUPPORT PEOPLE</u>
Inclusion	People who like me, will affirm me, make me part of their lives.	
Affirm my Competence	People who know enough about what I do to evaluate my competence	
Crisis/Overload	People I can go to in bad or challenging times; People who will give me comfort and compassion	
Intimacy	Close personal friends. People I will self-disclose with; They know the real me; People I can be comfortable with and let my guard down.	
Stimulation Challenge	People who challenge and stimulate me; They provide me models for my continual growth.	
Enjoyment Relaxation	People who are just plain enjoyable and relaxing to be with.	
Life Partner	A personal who is closely involved with me and my life; We form a partnering relationship.	
Work Partners	People who are closely associated with me and my work; We form strong and trusting relationships and work effectively as a team.	

GIVING AND RECEIVING SUPPORT EXERCISE

The support profile provides a vehicle for assessing your current status in terms of people in your life space to whom you give, and from whom you receive, support in a number of areas. The profile can be used in a team building setting where you can get immediate feedback about where you are getting and not getting support within your organization. Once you have completed the profile, you are then in a position to look at a number of possible issues in the situation you assessed.

Receiving Support:

1. Are any names repeated in all or most areas? If so, then the issue may be: are you expecting too much from one person or more than that person is able or may want to give?
2. Are there many blank areas? Too many areas not covered may lead to burnout, feelings of being on shaky ground, isolation or being overwhelmed by the demands of your environment. What are the barriers to obtaining or seeking support in these blank areas?
3. Look at the names you have listed as people from whom you are receiving support. Are they aware of the fact that you see them as giving support? Have you ever checked it out or told them?
4. Think of people you know well in the workplace, but have not listed in any of the areas. Why have you not listed them as support people? How are you preventing yourself from seeking their support? Or, is it that they give you support but you do not recognize it for what it is? e.g. listen to you when you have a problem, lend a helping ear, they are there for you when you have taken a risk.
5. Have you listed yourself as receiving support from yourself in any area? If not, is it an oversight or do you not give yourself strokes for a job well done, for confronting a difficult situation, for taking a risk, for handling a conflict well, etc.? Do you, or do you not, trust or value your assessment of yourself as a resource person to yourself?

KEY SUPPORT PEOPLE AT WORK	KEY PEOPLE I SHOULD SUPPORT AT WORK