

Building
CAMPUS
RELATIONSHIPS
FROM THE INSIDE OUT



book study resource

BY **JC POHL**, LMFT

Use the following worksheet pages to guide your thoughts on the topics discussed in *Building Campus Relationships From the Inside Out*, and to inspire interactive discussions with administrators, teachers, parents, and students. There are many paths you can take to build campus relationships, but the roadmap laid out in this book can help you to focus on building an effective, positive, and engaging foundation.

If you need help, or simply want to discuss some ideas, please do not hesitate to contact TEEN TRUTH. We are here to help you find success, and to build school culture on as many campuses as possible.

I have divided this book study into five discussion groupings that align with the book.

- #1 - Initial Reflection Questions Found on page 3
- #2 - Part 1: The Villains Found on page 4
- #3 - Part 2: The Adventure of Relational Needs Found on page 9
- #4 - Part 3: Conflict Found on page 13
- #5 - Final Reflection Questions Found on page 15

Before you start reading, make sure to have a short discussion with the group about relational needs and their goals during this study.

Initial Reflection Questions:

What are relational needs?

What are the benefits of discussing relational needs?

Do you feel it is appropriate to discuss relational needs at work?

What would be different in your life if all of your relational needs were met?

Part 1: The Villains

The Four Horsemen	What did you learn about this villain?	How have you used it in your life?	What results do you want?	Is there a modification you need to make?
Stonewalling				
Criticism				
Defensiveness				
Contempt				

How do you see these Four Horsemen affecting campus culture, specifically at *your* school?

[Dotted lines for writing]

What would change on your campus if they didn't exist?

[Dotted lines for writing]



	What did you learn about this villain?	How have you used it in your life?	What results do you want?	Is there a modification you need to make?
The Hydrance Hyenas Selfishness				
	Self Reliance			
	Self Condemnation			

Which hydrance hyena do you feel affects campus culture the most at your school?

What would change in your school culture if these hydrance hyenas were kept in check?

As you look at the Four Horsemen and the Hydrance Hyenas, please think of your own childhood. Did any of these “villains” have a prominent place in your family’s interactions?

How did you feel in your growing-up years when you were confronted with one of these villains?

How do you feel now, as an adult, when you meet one of these villains?

Starting today, what is one thing you can do to keep these villains in check?

Part 2: The Adventure of Relational Needs

The Relational Need	What did you learn about this need?	How has this need shown up in your life?	What results do you want?	Is there a modification you need to make?
Acceptance				
Affection				
Appreciation				
Approval				
Attention				

The Relational Need	What did you learn about this need?	How has this need shown up in your life?	What results do you want?	Is there a modification you need to make?
Comfort				
Encouragement				
Respect				
Security				
Support				

Look at the 10 relational needs and list your TOP 3:

1.

2.

3.

Are the TOP 3 needs you listed different between work life and home life? If so, what needs are different?

What would change *at work* if your TOP 3 needs were 100% met?

What would change *at home* if your TOP 3 needs were 100% met?

Think of your growing up years, were any of your needs NOT met by your caregivers?

How did that experience shape your view of relationships?

Think again of your growing up years, were any of your needs ABUNDANTLY met by your caregivers?

How did that experience shape your view of relationships?

How can the 10 relational needs help you to form better relationships on campus or in life?

Part 3: Conflict

Form of Conflict	What did you learn about this form of conflict?	How has this form of conflict shown up in your life?	What results do you want?	Is there a modification you need to make?
High Intensity				
Low Intensity				
Artificial				
Genuine				

What do you think about Dr. Garcia’s thoughts when it comes to his idea that, regarding conflict, we can “pay now” or “pay more later”?

What was your view of conflict before reading this book?

What is your view of conflict now?

How can addressing conflict on campus help to build relationships?

Final Reflection Questions:

What relational needs require the most attention on your campus?

What are the benefits of discussing relational needs?

Do you feel it is appropriate to discuss relational needs at work?

What would be different in your life if your relational needs were met?

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

Finally, what can you do *right now* to start meeting those needs?

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

Closing Statement:

I hope this work has been beneficial for you and your fellow staff members. Campus relationships truly are the building blocks to great school culture. Hopefully this book study has helped you go a little bit deeper into that process. I encourage you to use this new vocabulary in all aspects of your life.

One last note of inspiration: I will never forget speaking at a school up in Washington. They hosted my campus relationships training, and one of the staff members did *not* like it... *at all!* To use her exact words, "I can't believe the district paid all this money to bring you out here to teach us something as simple as relational needs. What a waste of time."

The comment bothered me at first, but as a speaker, I've developed pretty thick skin. I know that not everyone will like the content that I teach, but among the 90% of them who do, I've seen profound improvements in very brief periods of time.

If the concept of relational needs is so simple, then why do so many people feel so lonely and disconnected on campuses across America? My dream is that we can all become experts at expressing our needs and meeting the needs of others. Imagine what that could look like. Imagine what school would be like if each and every need were being met!

Like I said, that comment bothered me *at first*, but then I thought about it a bit and I realized...that teacher is right, the work is SIMPLE.

So, let's get to it!

We're better together,

