

5-5-5 RELATIONSHIP TRACKER

Building the Connections That Define Your Leadership Legacy

💡 KC's Nugget: *"Your influence is never greater than the strength of your relationships. Build intentionally. Invest consistently. Lead relationally."*

A LEADERSHIP TRUTH

The leaders you remember, the colleagues who shaped your career, the mentors who believed in you—these relationships didn't happen by accident. They were **built intentionally, nurtured consistently, and valued deeply**.

The **5-5-5 Relationship Tracker** is your strategic framework for becoming that kind of leader: one who builds authentic connections that transform both your effectiveness and others' lives.

HOW TO USE THIS TRACKER

1. **IDENTIFY** 15 strategic relationships across three dimensions (5 upward, 5 lateral, 5 downward)
2. **DOCUMENT** why each relationship matters AND what you can offer them (give before you ask)
3. **TRACK** your last interaction and plan your next intentional touchpoint
4. **REFLECT** monthly using the guided questions and Health Score Rubric (last Friday of each month)
5. **ADJUST** your approach and celebrate your growth—relationships evolve, and so should your tracker

THE FRAMEWORK: UNDERSTANDING 5-5-5

The 5-5-5 framework guides you to intentionally cultivate 15 strategic relationships across three critical dimensions:

<p>↑ 5 UPWARD <i>Leaders & Mentors</i></p> <p>Those who expand your perspective, advocate for your growth, and challenge your thinking.</p>	<p>↔ 5 LATERAL <i>Peers & Colleagues</i></p> <p>Those who collaborate with you, support your initiatives, and share the challenges of leadership.</p>	<p>↓ 5 DOWNWARD <i>Emerging Leaders</i></p> <p>Those you're developing, investing in, and preparing to lead. Your legacy.</p>
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WHY THIS MATTERS TO YOUR LEADERSHIP

You cannot lead from isolation. Leadership is fundamentally relational, built through trust, demonstrated through consistency, and measured by the quality of connections you create at every level.

Why five? Five is manageable without being overwhelming. Five creates meaningful breadth without diluting focus. Five keeps you accountable to intentionality rather than convenience.

WHEN YOU COMMIT TO 5-5-5, YOU COMMIT TO:

- ✓ **Leading yourself** through discipline and strategic focus
- ✓ **Developing others** through invested presence and authentic care
- ✓ **Multiplying your impact** through collaborative relationships
- ✓ **Building a network** that serves the mission, not just your ambition
- ✓ **Creating a leadership legacy** defined by the lives you've touched

↑ UPWARD RELATIONSHIPS

Learning from Those Ahead

These relationships shape your thinking, expand your influence, and accelerate your growth. Ask yourself: Who has perspective I need? Who can advocate for my growth? Who challenges me to think bigger?

1. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

2. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

3. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

4. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

5. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

↑ STRATEGIES FOR CONNECTING UP

Request 20-min quarterly conversations focused on *their* priorities • Share relevant insights aligned with their focus • Ask for mentorship on specific challenges • Volunteer for projects they sponsor • Express genuine, specific appreciation • Seek their perspective on strategic direction

⚡ **QUICK WIN:** This week, send one senior leader a brief note sharing an insight you gained from their recent decision or communication.

↔ LATERAL RELATIONSHIPS

Partnering with Peers

These relationships multiply your effectiveness, share your burdens, and sharpen your leadership. Ask yourself: Who makes difficult work sustainable? Who challenges my blind spots? Who would I call in a crisis?

1. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

2. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

3. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

4. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

5. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

↔ STRATEGIES FOR PEER PARTNERSHIP

Offer support *before* you need to ask for it • Share resources freely without keeping score • Celebrate their wins publicly, support them privately • Schedule informal check-ins unrelated to projects • Invite their input on your decisions • Be the colleague you wish you had

⚡ QUICK WIN: This week, publicly recognize a peer's contribution in a meeting or email—specific praise, not generic.

↓ DOWNWARD RELATIONSHIPS

Developing Emerging Leaders

These relationships define your legacy and extend your impact beyond your tenure. Ask yourself: Who has potential I can unlock? Whose career will I champion? Who will carry the mission forward?

1. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

2. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

3. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

4. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

5. Name:	Role/Dept:
Why This Relationship Matters:	What I Can Offer Them:
Last Interaction: ___/___/___	Next Touchpoint: ___/___/___

↓ STRATEGIES FOR DEVELOPING OTHERS

Provide regular, specific developmental feedback • Understand their career aspirations, not just performance • Create stretch opportunities • Advocate in rooms where they're not present • Be interested in *who they are*, not just what they produce • Ask about their growth goals in every 1:1

⚡ **QUICK WIN:** This week, in your next 1:1, ask: "What's one skill you want to develop this quarter, and how can I help?"

MONTHLY LEADERSHIP REFLECTION

Set a recurring calendar reminder for the last Friday of each month. Spend 15 minutes reviewing your tracker. **Celebrate progress before identifying gaps.**

RELATIONSHIP HEALTH SCORE RUBRIC

Rate each dimension 1-10 using these criteria. Be honest, awareness precedes growth.

SCORE	LEVEL	DESCRIPTION
9-10	THRIVING	Active, reciprocal relationships. Regular meaningful interactions. Clear mutual value. I could call on any of these 5 people today, and they'd respond.
7-8	HEALTHY	Solid foundation. Consistent touchpoints. Some relationships are stronger than others. Minor gaps to address, but overall positive momentum.
5-6	DEVELOPING	Relationships exist, but need more intentional investment. Interactions tend to be transactional or infrequent. Potential is there, but unrealized.
3-4	STRUGGLING	Significant gaps. Most relationships are surface-level or neglected. Limited reciprocity. May not have all 5 slots filled with the right people.
1-2	CRITICAL	Relationships are strained, non-existent, or purely transactional. Operating in isolation. Urgent, intentional attention needed in this dimension.

SCORING QUESTIONS TO CONSIDER FOR EACH DIMENSION:

1. Frequency: How recently did I have a meaningful interaction? **2. Depth:** Are conversations substantive or surface-level? **3. Reciprocity:** Am I giving value, not just receiving? **4. Trust:** Would they come to me in a crisis? **5. Coverage:** Do I have all 5 slots filled with the right people?

↑ UPWARD HEALTH _____ / 10	↔ LATERAL HEALTH _____ / 10	↓ DOWNWARD HEALTH _____ / 10
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★ **WINS TO CELEBRATE:** Which relationships did I invest in meaningfully? What was the impact?

GROWTH EDGES: Which relationships did I neglect? What does this pattern reveal about my priorities?

MY 30-DAY COMMITMENT: One specific action to strengthen my lowest-scoring dimension:

Complete by: ___/___/___ Accountability check-in: ___/___/___ Review date: ___/___/___

THE RELATIONSHIP-BUILDING MINDSET

Before you can build meaningful relationships with others, you must first lead yourself with integrity and intentionality. **The quality of your relationships reflects the quality of your self-leadership.**

▶ GIVE BEFORE YOU ASK

Build relational equity by adding value consistently before you need to draw from the relationship.

In Practice: *Share a resource before asking for a favor.*

▶ BE GENUINELY CURIOUS

People know when your interest is transactional. Ask questions because you care, not because you need something.

In Practice: *Follow up on personal details they shared.*

▶ SHOW UP CONSISTENTLY

Relationships are built through repeated, authentic interactions over time—not grand gestures.

In Practice: *Set a recurring monthly reminder for each person.*

▶ EMBRACE VULNERABILITY

Trust deepens when you're willing to be authentic about your challenges, not just your successes.

In Practice: *Share a lesson from a recent failure.*

▶ FOCUS ON THEIR SUCCESS

The strongest relationships are built when you're genuinely invested in others' growth and wins.

In Practice: *Advocate for someone in a meeting this week.*

▶ HONOR YOUR COMMITMENTS

Every promise kept or broken either strengthens or weakens trust. Choose wisely.

In Practice: *Under-promise and over-deliver, always.*

YOUR LEADERSHIP COMMITMENT

I commit to using the 5-5-5 Relationship Tracker as more than a tool—as a reflection of my leadership philosophy and my commitment to authentic connection.

I understand that leadership is measured not by titles earned but by lives influenced. I recognize that my effectiveness is inseparable from the quality of my relationships, and I choose to invest intentionally in the connections that matter most.

I will review this tracker monthly, act on my commitments consistently, and model the relational leadership I want to see in others. I will build relationships characterized by authenticity, generosity, and mutual growth—not by manipulation, transaction, or self-interest.

This is my commitment. This is my standard. This is my leadership.

Signature: _____ Date: _____

Accountability Partner: _____ First Check-in: _____

***“You cannot lead others until you learn to lead yourself.
You cannot develop leaders until you invest in relationships.
Your legacy is measured by the lives you’ve touched.”***

YOUR NEXT STEP: Block 30 minutes this week to complete your tracker. Then schedule your first touchpoint.