

Map Your Duos

Finding a rhythm with each of the people you work with—whether it's your boss, a teammate, someone you manage—is often the key to producing brilliant work. At SYPartners, we call these relationships "duos."

Great duo partners don't just get along: They amplify each other's strengths, push each other to grow, and serve as the building blocks of extraordinary teams. This tool is designed to help you map and diagnose your duos, and make a plan to improve them.

Step 1: On the right, around the "Me" circle, write the names of all the people on your immediate team (those who report directly to you and those to whom you report).

Step 2: Evaluate the strength of each duo. Draw the appropriate line between "Me" and each name.



Types of duos



Unbreakable

These are your tightest and most cherished relationships. There is such a deep trust and understanding that working together is almost always seamless.



Strong

These are healthy and solid relationships. There is mutual trust and understanding. Together, you produce better results than either of you could alone.



Weak

These are people with whom you have little to no relationship. Your duo is neither strong nor broken.



Broken

These are relationships that just aren't working. There is conflict, lack of trust, misaligned goals, or an inability to get into a good working flow.

Diagnose your duos

Step 3: Look at your map and choose three duos to work on: a broken duo to fix, a weak duo to strengthen, and a strong one to make even stronger.



Me +

Why is this duo broken? Can you trace it back to a specific moment or reason?

What's one thing you admire about this person?
(If you can't say, how will you find out?)

What's one thing you can do to shift the tone next time you're together?



Me +

Why is this duo weak? (Is it because the relationship is new? Or because you haven't seen a need to focus on it? Some other reason?)

If this relationship were stronger, what benefit might that create?

What's one small move you could make in the next week to strengthen your bond with this person?



Me +

Do you believe this bond could go from strong to unbreakable?

If yes, what would it take to make it unbreakable? (Do you need to spend more time together or go through a particular experience together?)

If no, what can you do to ensure the duo stays as strong as possible? (Are there potential threats to watch out for? Factors that might dilute your trust?)