

Ryan White Action Planning Group (APG)

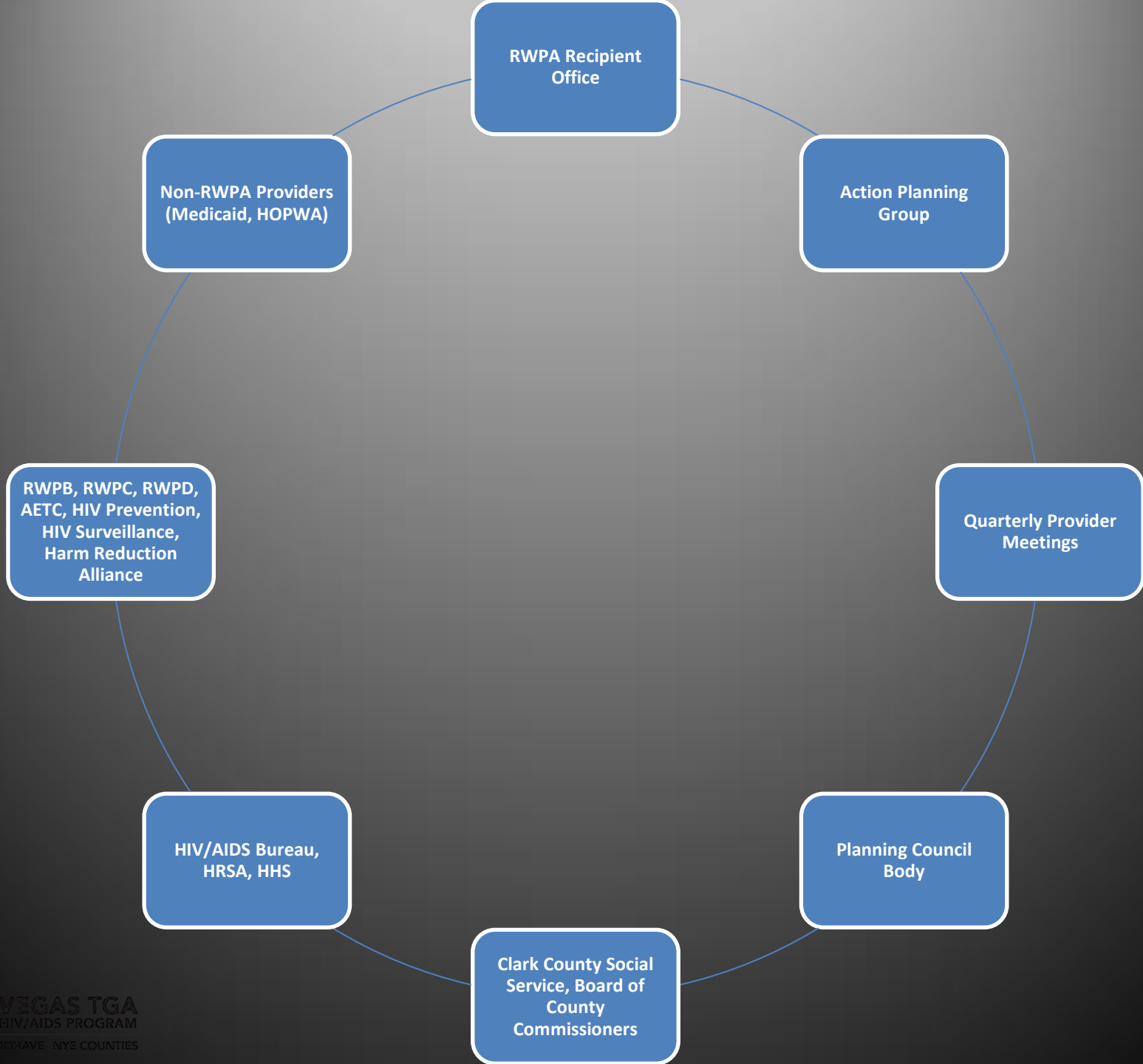
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HRSA CARE ACTION, 2007

- “Finally, consider people’s relationships with their coworkers. Colleagues, supervisors, and administrators all play important roles in a caregiver’s professional experience. **Sometimes managing those relationships can be more stressful than managing one’s workload.”**





RWPA Recipient Office

Action Planning Group

Quarterly Provider Meetings

Planning Council Body

Clark County Social Service, Board of County Commissioners

HIV/AIDS Bureau, HRSA, HHS

RWPB, RWPC, RWPB, AETC, HIV Prevention, HIV Surveillance, Harm Reduction Alliance

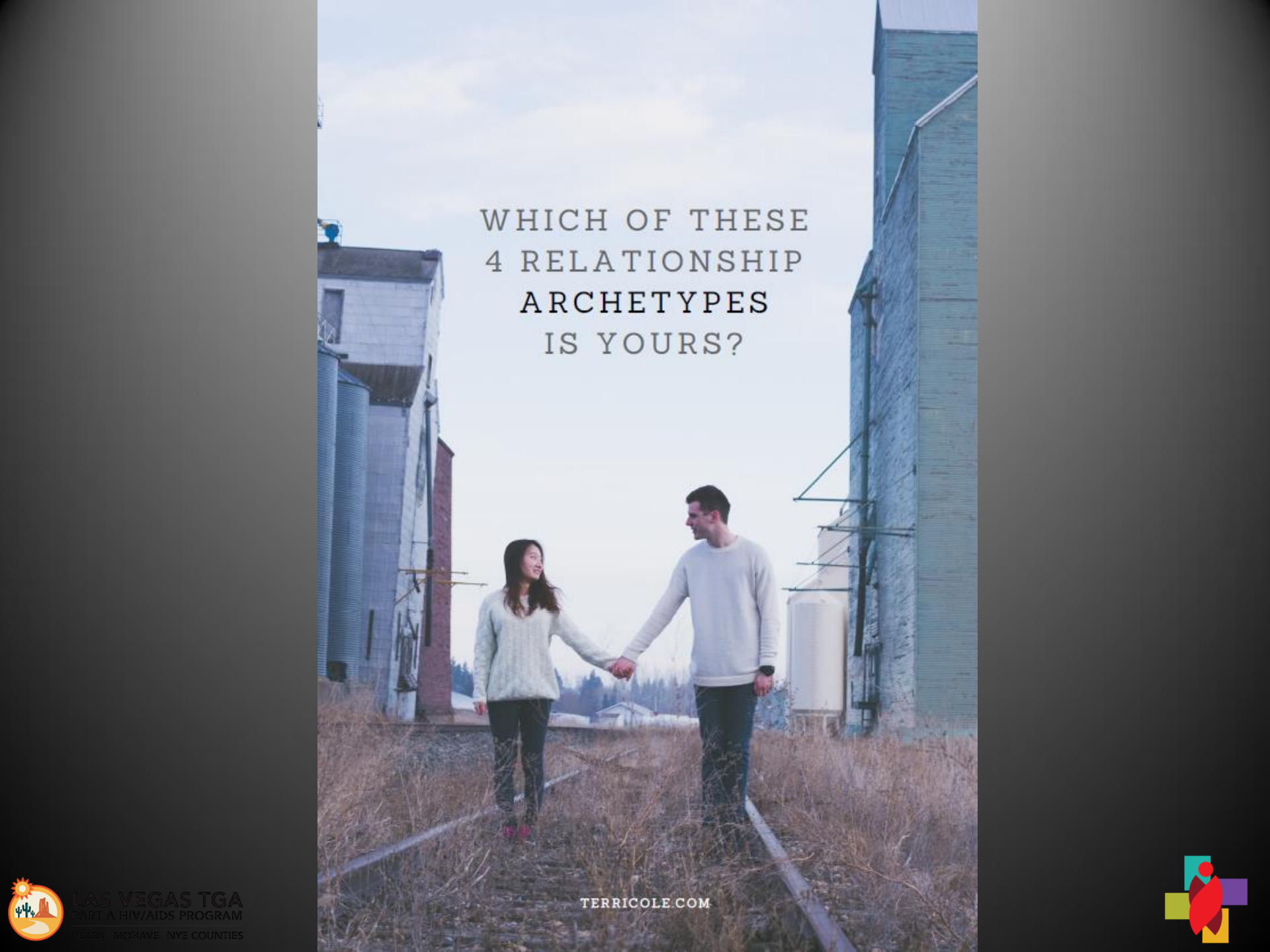
Non-RWPA Providers (Medicaid, HOPWA)



Four 1-to-1 Professional Relationships

- Professional-to-Client
- Professional-to-Coworker
- Professional-to-Professional at Another Agency
- Professional-to-Funder



A photograph of a young man and woman walking hand-in-hand on a railway track. They are positioned in the lower center of the frame, facing each other and smiling. The woman is on the left, wearing a light-colored sweater and dark pants. The man is on the right, wearing a white sweater and dark pants. The track is flanked by tall, industrial buildings, possibly grain elevators, with corrugated metal siding. The sky is overcast and grey. The overall mood is romantic and serene.

WHICH OF THESE
4 RELATIONSHIP
ARCHETYPES
IS YOURS?

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LAS VEGAS TGA
PART A HIV/AIDS PROGRAM
CLARK, MOHAVE, NYE COUNTIES



4 Relationships Archetypes

- Safety Zone
- Blame Game
- Out of Balance
- Work in Progress



Safety Zone

- Both people in this relationship are afraid to upset the other. There is a need for validation from the partner so neither will risk being truly honest. There can be a power dynamic as well, such as in the traditional patriarchal setup where the man has more power. This lack of authentic communication may make connecting on a deep level unlikely.
- **Key Indicator: Conflict Averse**



Blame Game

- Both people in this relationship blame the other for their unhappiness. The unhappiness can be played out as constant bickering and fighting or long periods of being withdrawn from each other in anger as punishment. The lack of authentic communication might keep the interaction on a superficial level.
- **Key Indicator: Unhappiness and Blaming**



Out of Balance

- Both people in this relationship know something is wrong but are too enmeshed to change it. The imbalance can include, but is not limited to, addiction, infidelity, and abuse. There is usually high level of codependency and drama. Lack of health communication limits the level of true intimacy.
- **Key Indicator: Chaos and Drama**



Work in Progress

- Both people in this relationship know it takes work to have a good connection and they're willing to do it. They see their union as a combination of ME and WE with an opportunity for personal and couple growth through the relationship. They work as a team, challenge and support each other and speak honestly.
- **Key Indicator: Honest Communication, Vulnerability**



Ground Rules

- Be creative
- Think charades, Whose Line is it Anyway?, The Groundlings, etc.
- Do not use real names of people or agencies
- You can use your own name or an imaginary name
- You can select any team members to act out your skits
- Have fun, have fun, have fun
- Any other ground rules?



4 Relationships Archetypes

- Safety Zone: **Conflict Averse**
- Blame Game: **Unhappiness and Blaming**
- Out of Balance: **Chaos and Drama**
- Work in Progress: **Honest Communication, Vulnerability**



Michael Balle & Freddy Balle

- *“We respect people’s experience and creativity, and their right to feel safe and succeed at what they do: [clients, providers, funders, and communities].”*

