

# Methods for Building Strategic Peer Relationships

**Purpose:** Use this job aid to review methods for building strategic relationships with key peers.

## Establish collaboration with key peers

You can establish collaboration with a peer by working on a shared task or solving a problem together. This builds rapport and trust.

## Help peers achieve goals

If you help key peers achieve their goals, they're likely to reciprocate by helping you achieve your goals.

## Offer favors

You can gain allies by offering peers something of real value to them, such as your help or expertise in a specialized area. People are naturally driven to reciprocate, so you'll be able to call on them when it's you who needs the favor.

## Demonstrate mutual respect

You can demonstrate respect for your peers by listening actively, acknowledging opinions even if they clash with yours, and generally behaving in a polite and considerate fashion. In return, you'll earn the respect of your peers and they'll be more inclined to support and help you.

## Demonstrate emotional intelligence

Being emotionally intelligent involves being aware of emotions – including yours and those of others, and being able to control your behavior in response to these. It equips you to show empathy, build rapport, and develop and maintain mutually beneficial relationships with your peers.

**Course:** Cultivating Relationships with Your Peers

**Topic:** Creating Strategic Peer Relationships