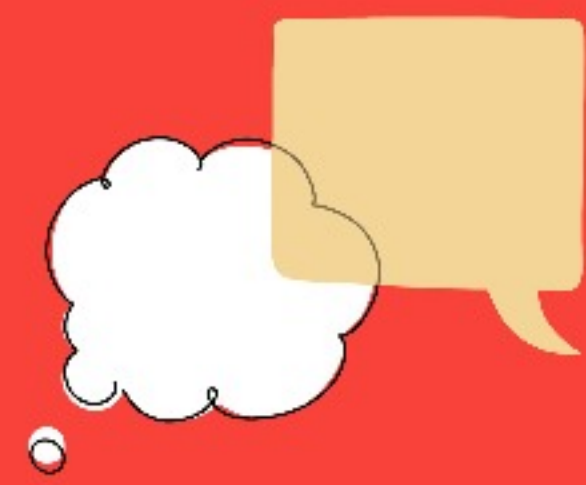




Adam Grant

## Key Takeaways

### Ask for Advice

Ask for forward looking advice instead of relying only on backward looking feedback.

### Know the Connection

Identify whether you are seeking allies, pals, or companions in a relationship.

### Keep It Bursty

Shorter turns create more back and forth, making conversations more connective.

## Activity 1

### Change the Question

The next time someone gives you feedback, ask, “What advice would you give me for next time?” Compare the responses you receive with what you would have learned from simply asking, “How did I do?” What actionable advice emerges when you ask people to help you improve?

## Activity 2

### Name the Goal

Think of three people you want to connect with and label each relationship as an ally, pal, or companion. Then consider what each person needs from the relationship: shared goals, shared interests, or mutual care. How might knowing what kind of connection you want change how you approach them?

## Activity 3

### Try the 60 Second Rule

In your next conversation, aim to keep your responses around 30 seconds to a minute. Notice whether the other person becomes more engaged and contributes more. What changes when you create more space for the other person?

### *Today's Tip: Make a Memory Flex*

Strong connections don't end when the conversation does. Remember something someone shared, then bring it up later or send them something that reminded you of them. It shows that you were listening and that the relationship stayed on your mind.