



TRANSFIGURATION

ADVISORY

10 STEP
RELATIONAL COHERENCE PROCESS
(RCP)



TRANSFIGURATION ADVISORY TOOLS

10 STEP RELATIONAL COHERENCE PROCESS (RCP)

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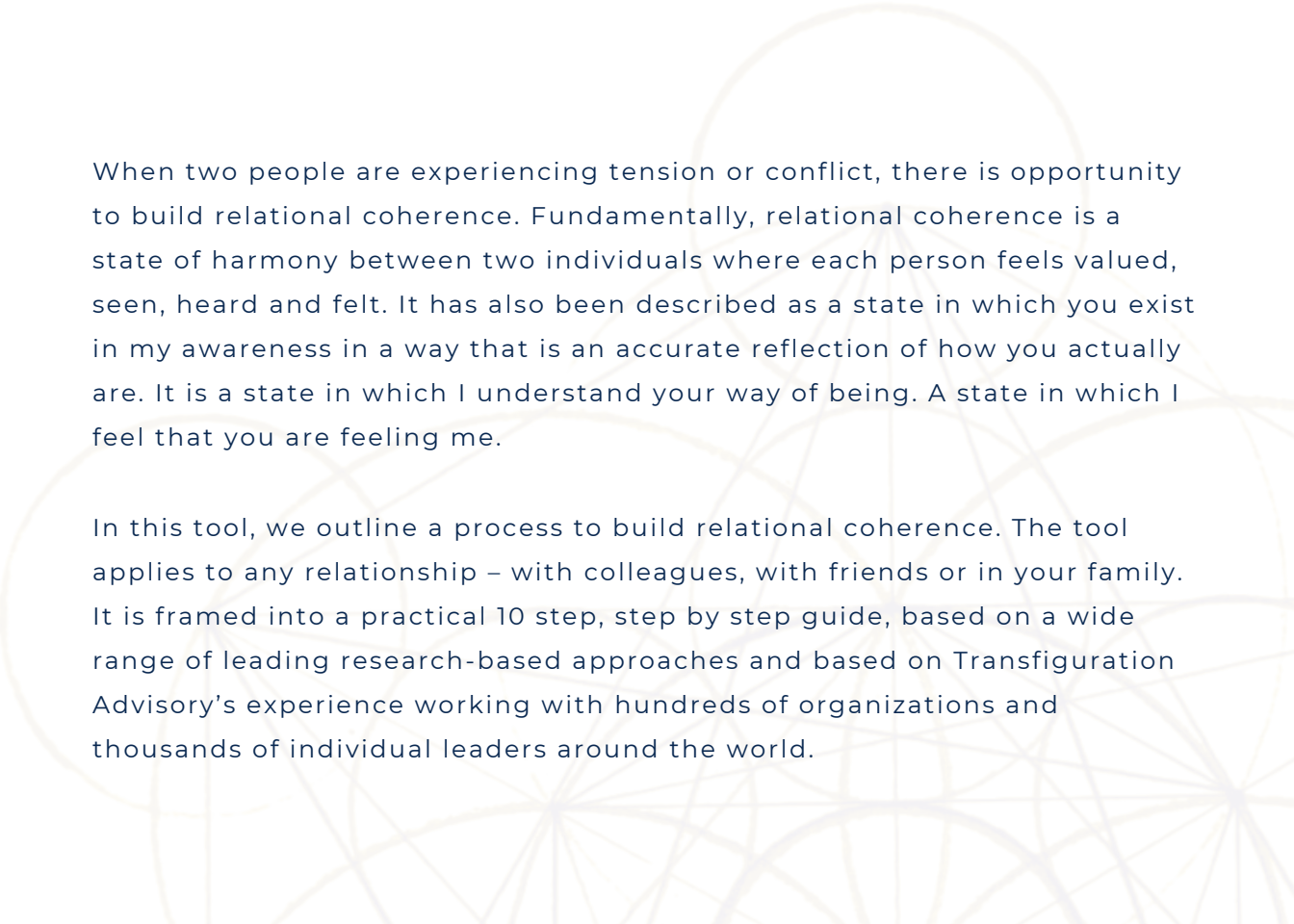
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INTRO



When two people are experiencing tension or conflict, there is opportunity to build relational coherence. Fundamentally, relational coherence is a state of harmony between two individuals where each person feels valued, seen, heard and felt. It has also been described as a state in which you exist in my awareness in a way that is an accurate reflection of how you actually are. It is a state in which I understand your way of being. A state in which I feel that you are feeling me.

In this tool, we outline a process to build relational coherence. The tool applies to any relationship – with colleagues, with friends or in your family. It is framed into a practical 10 step, step by step guide, based on a wide range of leading research-based approaches and based on Transfiguration Advisory's experience working with hundreds of organizations and thousands of individual leaders around the world.

Objective:

Build relational coherence between two people (our other tools focus on individual and collective coherence)

Main use case:

Misunderstanding, emotional tension, or lack of alignment between two individuals (most often the tension is likely to be felt by both sides, however it could also be from one side only)

Theoretical and empirical basis:

Authentic Relating Training (ART) tools, ICF coaching competencies, Newfield coaching speech acts, McKinsey feedback model, Aberkyn feedback model, Trauma informed competencies, Non-Violent Communication (NVC), ISTA/Highden Temple tools, Contemplative practices, Happiness research, Vulnerability research

Ideal context for applying the tool:

- Scheduled and dedicated time – 15 min to 60 min depending on depth of activation
- Ideally quiet space that is different from day-to-day work environment, a place which is of a quiet and reflective nature
- It may be appropriate to invite an observer who can provide space holding and reflective capacity (e.g. agile coach, external coach, trusted colleague), especially if you and your partner are still developing the relevant skillset

Relevant skills:

If you and your partner have the following skills, the process will go more smoothly. If you do not manage to complete the process, reflect on what happened and identify which of the skills you could develop to help you next time. The two most relevant skill sets are: the coaching skillset and emotional literacy. There are many others, but these will give you a great starting point, and they themselves can take years to build.



Mindset with which to approach this process:

Two people committed to growing in and through relating, and to creating more coherence in the world. At times one or the other may initiate the process (depending on awareness, capacity, etc)

The process:

At the beginning, it is recommended to follow the process step by step. With significant practice, some of the steps may not be needed, or merge with other steps. You will eventually find a way that works best for you. This process is meant as initial support and as a catalyst.

BEFORE

1

CLEAN HEART

PERSON INITIATING THE PROCESS

Release emotional charge to a manageable level (e.g. using inner coherence tools) – to be able to stay in presence during the session

PARTNER

Hold loving presence for your partner/give your attention to your partner

2

PERMISSION

PERSON INITIATING THE PROCESS

Invite the partner to the process and schedule a time – to establish consent and the container. It is usually the person with the bigger charge that initiates the process. At this stage it is good to clarify if your partner has a charge as well

PARTNER

Agree or decline to join the process – respects free will and honours boundaries. If the partner has a charge as well, agree on if both processes will happen at the same time (or agree to another time)

3

PREPARE

PERSON INITIATING THE PROCESS

Write out what I will say along the outlined steps – this helps to stay present during the process itself

PARTNER

Hold loving presence for your partner/give your attention to your partner

DURING

4

GROUND

PERSON INITIATING THE PROCESS

Settle into the space and take the opportunity for your grounding practice – e.g. take 3 breaths together, do a check in, co-regulate in a way that you are familiar and comfortable with

PARTNER

Settle into the space and take the opportunity for your grounding practice – e.g. take 3 breaths together, do a check in, co-regulate in a way that you are familiar and comfortable with

5

RATIONAL EXPERIENCE

PERSON INITIATING THE PROCESS

"What I observed is..." Share the objective reality of what happened in the situation that created the activation for you (in a way that is fully objectively verifiable and un-arguable).

Note: *"You got angry"* or *"You did not listen to me"* or *"You judged me"* are not objective observations but subjective interpretations (name them as such and share them in the next step!)

PARTNER

Hold loving presence for your partner/give your attention to your partner

6

EMOTIONAL EXPERIENCE

PERSON INITIATING THE PROCESS

"The impact this had on me..."

Share your subjective emotional experience in the situation that created the activation for you (in a way that fully reflects the subjective reality of your experience).

Note: It helps to use a tool like the Pluthik's wheel of emotion to name the general and specific emotions (Google can help!)

PARTNER

Hold loving presence for your partner/give your attention to your partner.

If you have worked on and/or have a developed emotional literacy, you can help your partner name the emotion they are feeling (but can't yet name) by saying something like *"I hear that you are in pain"* or *"I hear that you feel dejected"*.

Emotional literacy is a skillset that takes time to develop.

7

OWN YOUR EXPERIENCE

PERSON INITIATING THE PROCESS

"The reason why I felt this way is..."
Openly share your best understanding of why you experienced this activation. It may help to name the domain(s) from which the activation comes (your life, your ancestral lineage, the collective). This is an opportunity to practice openness and vulnerability (more on the power of vulnerability from [Brene Brown](#)).

Note: Avoid going into too much details – rather focus on using words to connect to essence/ core of the emotional charge.

PARTNER

Hold loving presence for your partner/give your attention to your partner.

In this step your presence is especially important, as it will determine the degree of vulnerability available to your partner.

8

RECEIVING THE MESSAGE

a) *Is there more?*

PERSON INITIATING THE PROCESS

Allow your partner to see you, hear you and feel you (this is the most difficult step for many people)

PARTNER

"Is there more?"

The first step before reflecting back is to ensure that your partner shared everything they had in mind. Ask them until they say some version of *"No, that is all"*

8

RECEIVING THE MESSAGE

b) Reflect back what you heard

PERSON INITIATING THE PROCESS

Allow your partner to see you, hear you and feel you (this is the most difficult step for many people)

PARTNER

"What I heard you say is..."
Reflect back what you heard your partner say, using the same words they used. Cover all the main points they made in their share (in steps 5-7)

Note: Here it is critical not to interpret what they said, but simply to repeat what they said, as they have said it

9

SHARE IMPACT THAT LISTENING TO YOUR PARTNER HAD ON YOU

PERSON INITIATING THE PROCESS

Hold loving presence for your partner/give your attention to your partner (to the extent your capacity allows)

PARTNER

"The impact your share had on me is..."

Share and own the emotional experience that listening to your partner had on you (in steps 5-7)

10

CLOSURE

a) Requests and boundaries

PERSON INITIATING THE PROCESS

“Would you be willing to support me by...”

It is our work to heal ourselves. And others can be very valuable resources. Use this as an opportunity to ask others for the resourcing they can provide and that would help you. The ask should be clear, and doable by your partner, and ideally something they are excited to support you with

PARTNER

Respond to the request, and establish the boundaries within which you are willing to support your partner (e.g. you are willing to help for the next 2 weeks)

10

CLOSURE

b) Opportunity for partner to share

PERSON INITIATING THE PROCESS

“Is there anything you would you like to share?”

Once you feel complete, give the opportunity to your partner to go through the process from the beginning from step 4 if they are ready, or schedule another time to start from

PARTNER

OR

“If you feel complete, I would also like to share something with you. Is now a good time, or should we set up another time?”

The second person can also initiate a next round of sharing

10

CLOSURE

c) Celebration

PERSON INITIATING THE PROCESS

Celebrate! Take the time to share three things that you appreciate about each other before closing or going into another round of sharing. This is an important step!

PARTNER

Celebrate! Take the time to share three things that you appreciate about each other before closing or going into another round of sharing. This is an important step!



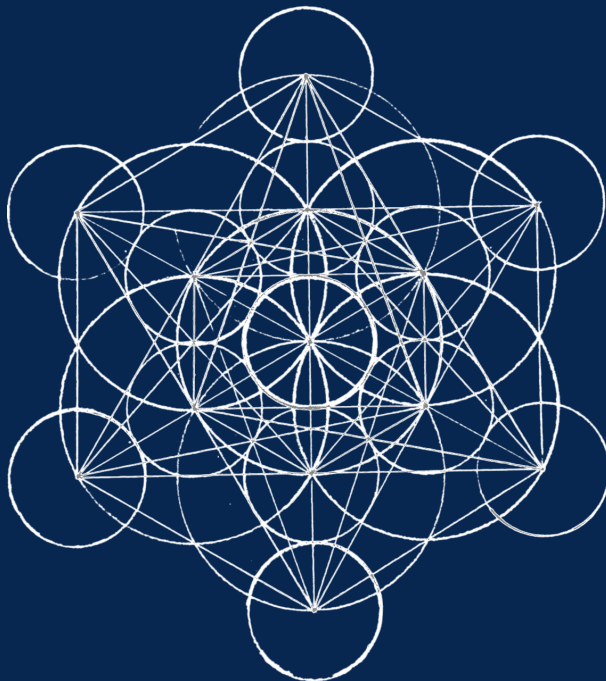
**CLOSING
THOUGHTS**

Of course, this starts the process. What happens after is as important as the time you took for this process. You may agree to have a follow up conversation as a part of the last step.

Having said that, sometimes just the time we took to see and feel each other is enough to build more coherence in our relationship.

Like any practice, this one takes time to perfect. Indeed, it is a journey. With more practice, you and your partners will build the relevant skills and over time a supportive context will become less important for a great process. After a while much less time is needed to go through the RCP.

Eventually this skill set will become integrated in how you run your meetings, show up at work, and live your life. And the result will be a life in which you feel seen, heard, felt, valued and nurtured by the relationships you choose to cultivate in your life. And as we know from [Harvard's study on happiness that has been running for 75+ years](#), it is in the quality of our relationships that the key to happiness lies.



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