**Catalyst Cohorts**

**Bumper Buddy System for**

**Building Teammate Relationships**

These 10 factors are required to build a solid foundation for trusted relationships that lead to teammate success.

**Factors Reason**

1. Caring Builds deep bonding and foundation for accountability
2. Confidentiality Essential to build trust and willingness to be open
3. Openness Explore personal experiences and builds understanding
4. Trust Required for deep sharing
5. Uniqueness Understanding our differences
6. Listening Life skill required for building trusted relationships
7. Non Judgmental Respect differences of opinion, culture and world view
8. Feedback Experience based objective suggestions
9. Attendance Essential for unity
10. Compliance Another essential for unity

**How to be good bumper buddies: SEA each other!**

**Support**

Business Leaders tend to have few or even no one who understands what it is like and is required to operate a successful organization.

Teammates have a unique opportunity to provide that understanding for each other.

This support may be objective, thinking how to improve in something or solve an issue f take advantage of an opportunity.

Or the support may be subjective, emotional uplifting when things get tough, or personal problems come up.

**Encourage**

Life is hard. Who doesn’t need an encouraging word; an ‘At A Boy’; an ‘I got your back’; or ‘did you try this’?

**Accountability**

The number one way to get good at execution is make yourself accountable to someone you respect! We tend to lose accountability the longer we are in business for ourselves or the higher up the ladder of success we go.

This leads to bigger and bigger blind sides. We all need someone who cares enough about us to hold us accountable to the t right things in a timely manner.

**Monthly contact**

**Monthly face to face meeting**- break bread together at least once per month. Have breakfast or lunch and get personal.

**Weekly one-on-one calls**- Ask each other a series of questions:

Don’t judge answers; Be good listeners, Take notes; Care

1. How happy are you, on a scale of 1 to 10?
2. How much did you weight this morning?
3. How was your diet this last week, on a scale of 1 to 10?
4. How many minutes of exercise did you get this week?
5. How many nights did you sleep less than 7 hours this week?
6. What did you say to or do for that was nice for your spouse this week?
7. What did you say to or do for that was nice for your kids this week?
8. Tell me something good that happened this week.
9. Share with me; what is your biggest worry?
10. What is your biggest business lever, and what % completion are you on this lever?
11. What is your biggest need for personal improvement and what specifically are you doing about it?
12. What do you need to forgive; or who do you need to ask forgiveness of?

**Appendix A- Bumper Buddy**

**Weekly One on One Call List Questions**

1. How happy are you, on a scale of 1 to 10?
2. How much did you weight this morning?
3. How was your diet this last week, on a scale of 1 to 10?
4. How many minutes of exercise did you get this week?
5. How many nights did you sleep less than 7 hours this week?
6. What did you say to or do for that was nice for your wife this week?
7. What did you say to or do for that was nice for your kids this week?
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9. Share with me; what is your biggest worry?
10. What is your biggest business lever, and what % completion are you on this lever?
11. What is your biggest need for personal improvement and what specifically are you doing about it?
12. What do you need to forgive; or who do you need to ask forgiveness of?