

RAPID RAPPORT - an essential coaching success skill

Definitions:

Rapport - a close and trusting relationship between two people, resulting from the ***consistent practice of empathy and compassion over time***

Empathy - experience the emotions of others as if living them yourself; mirror neurons in synch with the peer

Compassion - a form of empathy that causes you to take action to relieve the suffering of another

"Rapid rapport is a social skill that we all need to become an expert at. As teams form and dissolve and reconstitute, spanning continents and languages and cultures and diverse skills, we need to quickly build trusting and meaningful relationships..."
(Kellerman, G. And Seligman, M., 2023, p.16)

There are three present barriers to building rapport that have not been as significant in the years past. Building a strong rapport depends on overcoming these three barriers to connection:

- **Time** - time is a precious resource many feel they do not have enough of
- **Space** - remote work and social media as means of connection; the more time we spend online, the less connected we feel;
- **Us/Them** - "In the words of neuro-endocrinologist Robert Sapolsky, 'Acting morally toward an **Us** is automatic, while doing so for a **Them** takes work.'" "As we switch teams, roles, geographies over the course of our career, we must learn to quickly and constantly overcome that sense of "Them" efficiently converting new colleagues to "Us." (Kellerman, G. And Seligman, M., 2023, p. 121)