

The Relationships Navigator

A simple tool to help you assess how closely your practice aligns with the principles for flourishing communities, outlined in [The Relationships Framework](#)



About the Relationships Navigator

The Relationships Navigator is part of the [Kit for Councils](#), designed to help councils become more relationship-centred. It complements [The Relationships Framework](#), a set of principles for relationship-centred governance, and [The Framework in Action](#), a collection of real-life examples of the principles in action.

The Relationships Navigator helps you assess **how closely your work aligns with the Framework principles** (if you're not familiar with those, it's worth heading over to [The Relationships Framework](#) first). The Relationships Navigator shows you how truly you are navigating towards the 'North Star' - relationship-centred governance - and where you could correct course. It works in four simple steps:



1

Take your coordinates by responding to prompts formed around our Framework principles.



2

Plot your coordinates to see where you are travelling in relation to the North Star.



3

Read your bearing using the brightness of your North Star to understand your course.



4

Correct your course with help from councils leading the way and other Relationships Project tools.

Important!



Before we start, please make a copy of this deck by going to File > Make a Copy > Entire Presentation.





1




Take your coordinates

How closely does your work align with the nine Framework principles?

For each principle, respond to the 3 prompt questions to give an average score for how closely your work aligns to the statements. A score of 1 means you strongly disagree with the statements, a score of 5 means you strongly agree. To help guide your responses, you can learn about councils aligning their work with the principles in [The Framework in Action](#).

Principle	Prompt	Score
 <p>Shift the obstacles</p>	<ul style="list-style-type: none"> • We keep funding requirements and other paperwork light and flexible for local community organisations. • Citizens can very easily use public spaces like streets or parks for activities and events. The onus is on the council to facilitate instead of people to make the case. • We have asked citizens about the barriers they face in working with us and changed how we work accordingly. 	
 <p>Sustain motivation and build new purpose</p>	<ul style="list-style-type: none"> • Meaningful citizen involvement is baked into our approach to developing solutions to intractable problems. • We publicly communicate, on a hyper-local level, the challenges and problems we see facing neighbourhoods. • We show volunteers and community groups how their work supports public services by reducing the need for things like hospitals and care. 	

Principle	Prompt	Score
 <p>Develop the Covid social infrastructure</p>	<ul style="list-style-type: none"> • We have explored the benefits of working in collaborative hubs before and during Covid, and sustained the benefits. • We have a clear understanding of the different types of volunteering people enjoy, and the resources and channels - in partnership with community organisations - to direct people to suitable opportunities. • The question 'What does this person need?' drives our services more than 'Who does this problem belong to?' 	
 <p>Create open and transparent cultures</p>	<ul style="list-style-type: none"> • We publish clear, accessible service standards and acknowledge when we fall short, on an individual and wider reporting basis. • We make it easy to understand our decision-making process and are open with people about the trade-offs and constraints. • Our data is open by default, unless there is a compelling reason against it. 	
 <p>Enhance the everyday touchpoints</p>	<ul style="list-style-type: none"> • The amount of relationship-building activity is an important measure of success across our services. • We use people's existing relationships, or help them build new ones, to support them through problems like homelessness or unemployment. • Our services are built around the belief that we get better outcomes for a resident if we build a good relationship between them and the council. 	
 <p>Build relationships into physical spaces</p>	<ul style="list-style-type: none"> • Our physical spaces - whether tiny facilities or major developments - are designed with community members from the start. • We think about how the physical environments we create will foster relationships and connections between people. • We protect publicly owned and accessible spaces that are accessible and welcoming to everyone. 	

Principle	Prompt	Score
 <p>Renew relationships with the voluntary sector</p>	<ul style="list-style-type: none"> • We work widely with voluntary-sector organisations as equal partners, whether through alliance models or sharing decision-making power or resources. • Council services are co-located with many voluntary-sector organisations, because we know the benefits of joined-up working. • We are actively working to understand how our relationships with the voluntary sector have changed during Covid and sustain the positives. 	
 <p>Train and empower staff</p>	<ul style="list-style-type: none"> • Encouraging relationship-building, and the training to do so, is an important part of frontline staff roles. • We take community-development teams seriously, and employ many people to connect people and build community. • Our team culture empowers staff to take proportionate risks, build relationships in a kind environment and deviate from standardised processes where they get in the way. 	
 <p>Embrace new accountabilities</p>	<ul style="list-style-type: none"> • We have somebody responsible for our relationship-centred work and holding us all to account. • We formally share binding decision-making power with citizens through mechanisms like citizens' assemblies, participatory budgeting, control of resources and co-design. • We have established a residents' commission to report on, or review our reporting on, our relationship-centred activity. 	

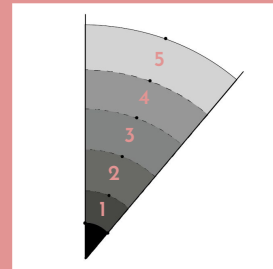
2

Plot your coordinates

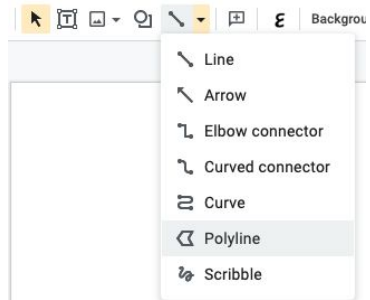
Now it's time to plot your scores onto the Framework Navigator.

The Navigator is designed with 5 concentric circles for you to plot your scores on, from 1, towards the centre, to 5 at the edge. By following our steps, and adding your principle score to each segment of the navigator, you will create the outline of a North Star, which will show you how closely your ways of working align with the Relationships Framework.

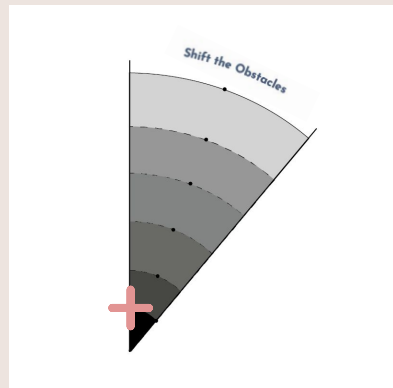
Here's how to plot your North Star:



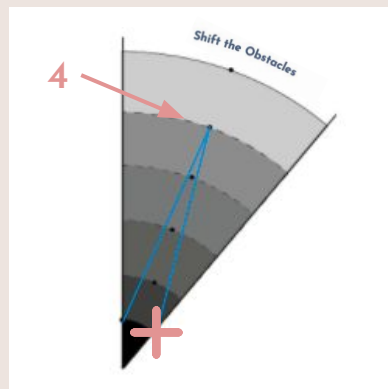
Format Slide Arrange Tools Add-ons Help



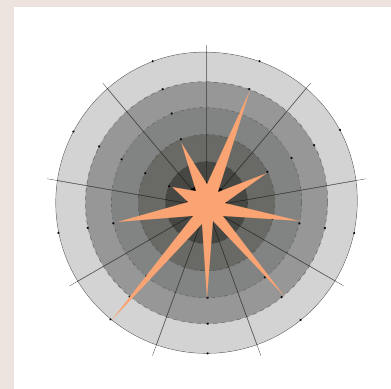
A) To plot your North Star, find the "Polyline" tool under the line menu in slides.



B) Start with the Shift the Obstacles ray. You make it by clicking where the vertical line meets the edge of the black, baseline circle.



C) Then click on the 'dot' on the circle that represents your score. Now click back to where the next line meets the black, baseline circle.

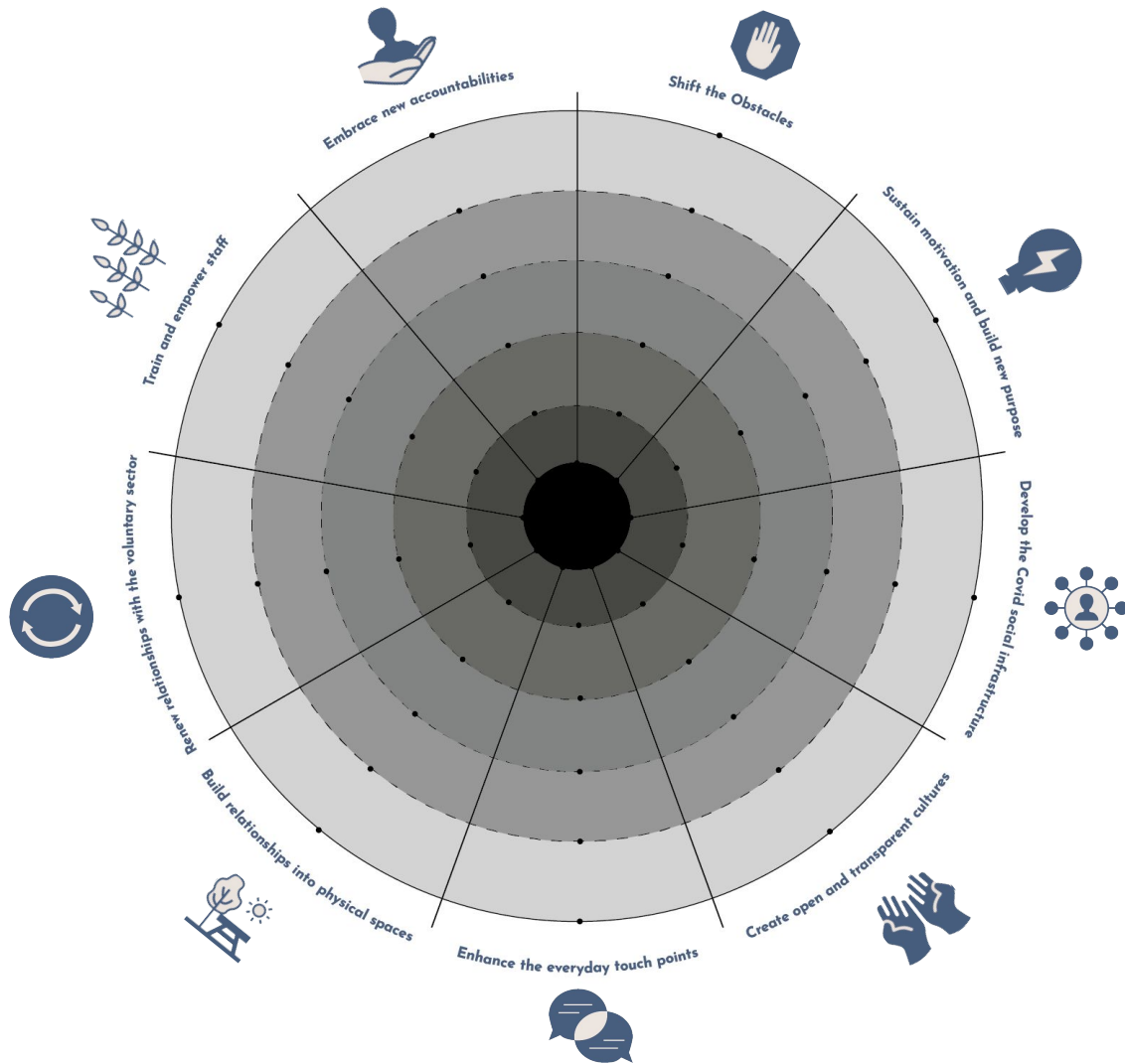
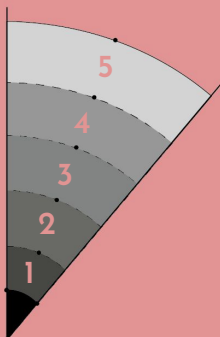


D) Now you've completed one ray, repeat these instructions for the other 8 principles to form your North Star.

Over to you!

- Remember to start each ray where the radial lines meet the black, baseline circle
- Then click the appropriate 'dot' marker to plot your score
- When your North Star is complete, you can change the fill colour and outline

Key



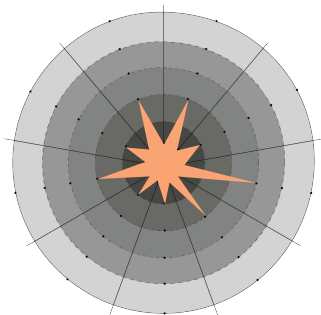
3

Read your bearing

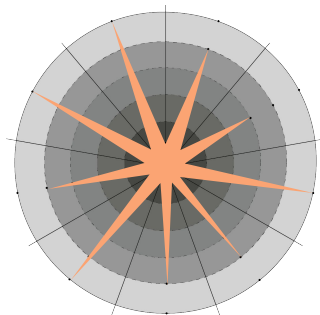
Having plotted your coordinates, it is time to read your bearing.

How does your North Star look?

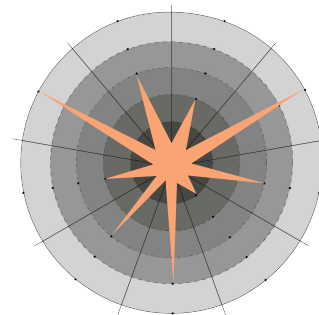
The brighter each ray, the more truly you are navigating towards that principle. Smaller rays represent opportunities to correct your course by making your work more relationship centred.



A small star with short rays signals lots of scope to correct course by addressing all of the principles.



A large star with long rays shows you are on the right course, with only minor scope for correction in line with a few principles.



An uneven star with differing rays shows some relationship-centred practice, but considerable room for correction elsewhere.

4

Correct your course

How can you correct course?

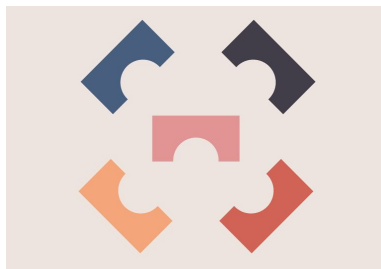
Your star will guide you to areas of growth which will help you nurture the conditions for flourishing communities in your local area.

For inspiration on how to correct course, take a look at The Relationships Toolkit.



The Framework in Action

A collection of dozens of real-life examples showing how councils are putting the Framework principles into action through tiny tweaks, simple tactics, larger projects and overarching strategies.



Bridge Builder's Handbook

A simple handbook designed to help you think like a mediator, reach out across divides and build bridges in your local community.



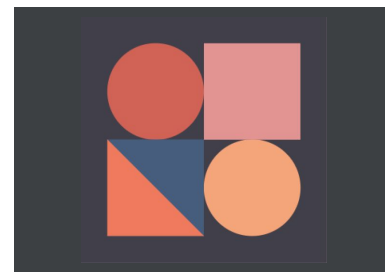
The Relationships Heatmap

A diagnostic tool that will help you build stronger, more impactful relationships by identifying the strengths and areas for improvement in your approach.



Case Study Cards

16 inspiring, real-life examples of relationship-centred practice in action, designed for use in workshops, meetings or sessions.



The Relationship Makers Guide

A 5 step guide to help create the conditions for relationships to flourish. Anyone, anywhere can use this guide to start their journey to becoming a Relationship Maker.



Training

We also offer bespoke training for individuals and organisations looking for inspiration and support in building better relationships.



The **Relationships Navigator** was designed by Sam Firman and Katie Slee.

To find out more about the Relationships Project, visit [our website](https://www.relationshipsproject.org).
Any questions? Get in touch: immy@relationshipsproject.org