# In your experience, what are the characteristics of a healthy partnership?

* Honesty and open communication.
* Communications/updates
* flexibility!
* Personal interaction
* Personal relationship building- not just organizational
* each outs beyond work/common goal
* Sharing the good parts AND the bad parts of how things are going.
* care for the others goals and progress
* Show the impacts of the work
* honesty about challenges
* Authentic and vulnerable about strengths and challenges
* Where rep's from each partner can feel free to give/get feedback
* Open communication
* ability to be direct and have consistent communication.
* shared decision making, where all voices are heard and perspectives are valued
* Authentic interest in something that is helpful for both parties, and thoughtfulness around that
* Positive intent
* Mission driven, mutual benefit, vision/mission alignment and oriented, opportunities to deepen relationships beyond the movement
* Thoughtful collaboration and honestly when it derails
* Interest in continual relationship and building trust
* Acknowledge negative impact.
* If it's not working, be okay to move on.
* Listen.
* giving grace
* Not rushing it
* loving accountability
* occasional Happy Hour