

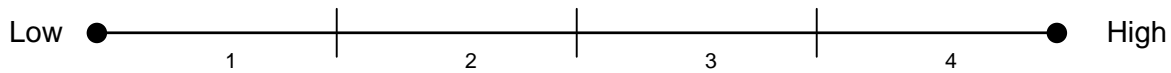
Norms Inventory:

Rating the Consistency of My Personal Behavior

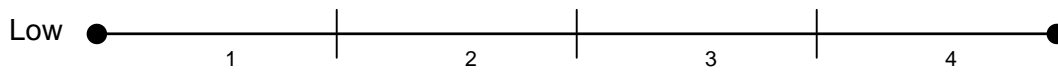
Place a mark on each scale, to reflect your perception of your personal behavior.

1. Promoting a Spirit of Inquiry.

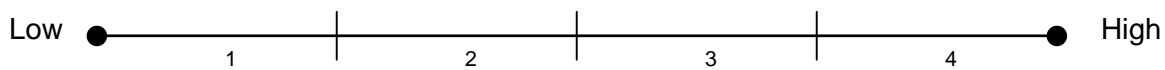
A. I inquire to explore to explore perceptions, assumptions, and interpretations.



B. I invite others to inquire into my perceptions, assumptions, and interpretations.

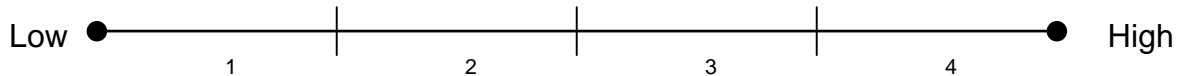


C. I inquire before I advocate.

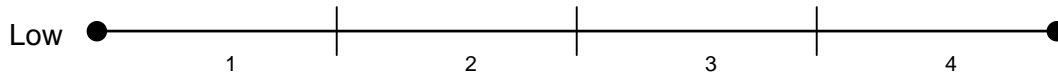


2. Pausing to allow time for thought.

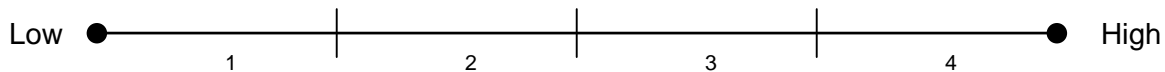
A. I pause after asking questions.



B. I pause after others speak to reflect before responding.

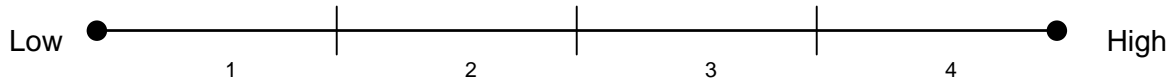


C. I pause before asking questions to allow time for artful construction.

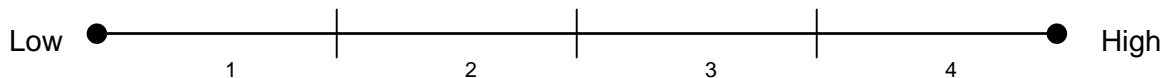


3. Paraphrasing in a pattern of pause – paraphrase – question to ensure deep listening.

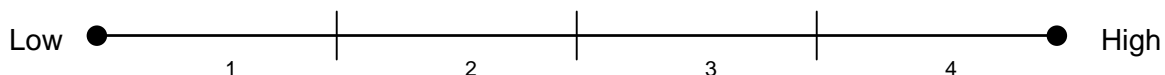
A. I listen and paraphrase to acknowledge and clarify.



B. I listen and paraphrase to summarize and organize.

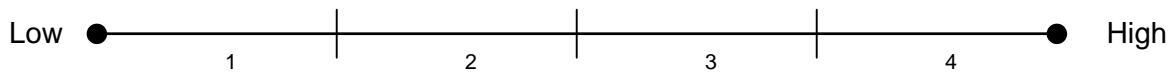


C. I listen and paraphrase to shift levels of abstraction.

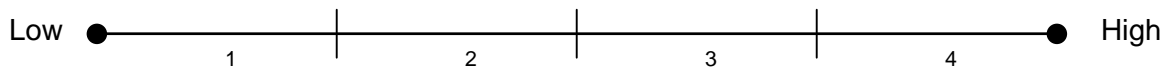


4. Probing to clarify.

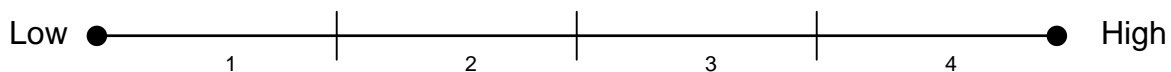
A. I seek to understand the meaning of words.



B. I seek understanding of data, explanations, ideas, anecdotes, and generalizations.

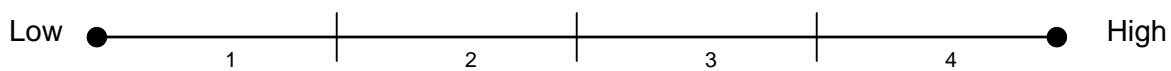


C. I explore the implications and consequences of proposals and plans..

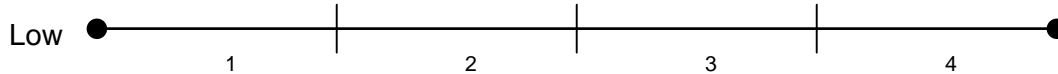


5. Putting ideas, data, perceptions on the table, and pulling them off.

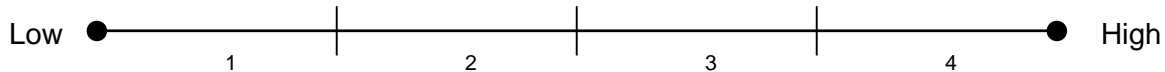
A. I state the intentions of my communications.



B. I provide relevant facts, ideas, opinions, and inferences.

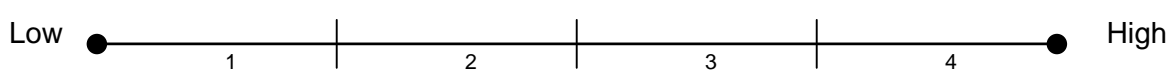


C. I remove or announce modification of ideas, opinions, and points of view.

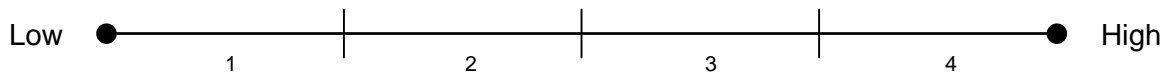


6. Paying attention to self and others to monitor our ways of working.

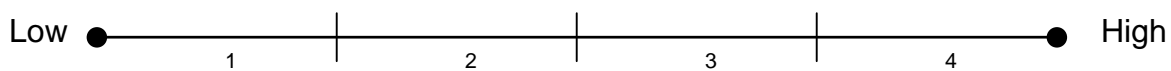
A. I balance participation and open opportunities for others to contribute and respond.



B. I restrain my impulses to respond, react, or rebut at inappropriate times & in ineffective ways.

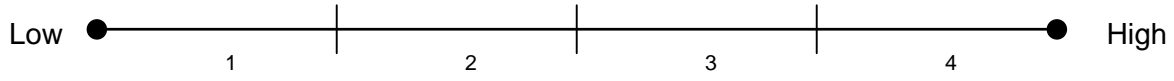


C. I maintain awareness of the group's task, processes, and development.

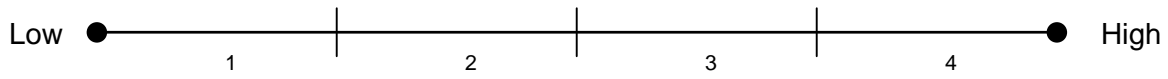


7. Presuming positive intentions to support a non-judgmental atmosphere.

A. I communicate respectfully, whether I agree or disagree.



B. I embed positive presuppositions in my paraphrases, summaries, and comments.



C. I embed positive presuppositions when I inquire or probe for specificity.

