



Mirror

Dialogue, the art of thinking together, builds on four practices. The theory leads to a number of recommendations for those wanting to develop their practices. These recommendations have been formulated into 32 statements.

If you evaluate how these statements match your behaviour, you will generate a 'mirror image' of your own practices. This is not a scientific test, but will give you an impression of where you stand in relation to the practices the art of thinking together builds on.

Do the following:

You can either print out the mirror and fill it in by hand or you can fill it in on your PC. If you fill it in on your PC, the computer will carry out most of the calculations automatically. If you fill it in by hand, you must start by printing the mirror.

1. Think about an ordinary conversation or an ordinary meeting at work. It could for example be a weekly meeting in your department.
2. Go through the statements on page 2 - 3 and cross, or click, the alternative (1 - 5) which best describes how you behave. Answer spontaneously
3. Transfer the result to the line to the right and then total the two columns.
4. Calculate your result for each practice. Transfer the result to the last page.
5. Then draw your profile on the last page.
6. Print out your mirror and take it with you to the seminar.

Good luck!

Think about an ordinary meeting or discussion at work. How do you behave?

Practice: Listening

I often have difficulty in involving myself in what others say.

I am curious about what others have to say.

I am often distracted by my own thoughts and associations.

I can disconnect myself from all irrelevant thoughts and feelings.

I think that I often know in advance others' positions on different issues.

I try and understand how others think and why they think that way.

I relate what others say to my own opinions and positions.

I focus on those issues that lead the discussion forwards

<input type="checkbox"/> 1 Rarely	<input type="checkbox"/> 2	<input type="checkbox"/> 3 Sometimes	<input type="checkbox"/> 4	<input type="checkbox"/> 5 Often	_____
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Total - =

Practice: Respecting

I often put labels on people.

I am often curious about other people.

I often reject people whose opinions I don't share.

I consciously give space to those with opinions different to my own.

I often defend my own interests in a conversation.

I examine what is at play for others in the conversation.

I am happy to be in the spotlight

I am happy to share credit and fame with others

<input type="checkbox"/> 1 Rarely	<input type="checkbox"/> 2	<input type="checkbox"/> 3 Sometimes	<input type="checkbox"/> 4	<input type="checkbox"/> 5 Often	_____
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Total - =

Think about an ordinary meeting or discussion at work. How do you behave?

Practice: Suspending

I often interrupt others so that I can speak.

1	2	3	4	5	
Rarely	Sometimes			Often	—

I give others ample space in a conversation.

1	2	3	4	5	
Rarely	Sometimes			Often	—

I readily defend my opinions and positions.

1	2	3	4	5	
Rarely	Sometimes			Often	—

I often look for new perspectives and angles.

1	2	3	4	5	
Rarely	Sometimes			Often	—

I often become impatient and want a conclusion to be reached.

1	2	3	4	5	
Rarely	Sometimes			Often	—

I understand the value of allowing a conversation to take the time required.

1	2	3	4	5	
Rarely	Sometimes			Often	—

I often become uneasy if a conversation takes an unexpected direction

1	2	3	4	5	
Rarely	Sometimes			Often	—

I trust we can take collective responsibility for a conversation.

1	2	3	4	5	
Rarely	Sometimes			Often	—

Total - =

Practice: Voicing

I often keep to myself what I think.

1	2	3	4	5	
Rarely	Sometimes			Often	—

I express my opinions.

1	2	3	4	5	
Rarely	Sometimes			Often	—

I am often critical of others opinions and positions.

1	2	3	4	5	
Rarely	Sometimes			Often	—

I try to help others to formulate their opinions and positions.

1	2	3	4	5	
Rarely	Sometimes			Often	—

I often avoid talking about unpleasant issues.

1	2	3	4	5	
Rarely	Sometimes			Often	—

I think everything must be discussed openly.

1	2	3	4	5	
Rarely	Sometimes			Often	—

I am often very definite in the way I express myself.

1	2	3	4	5	
Rarely	Sometimes			Often	—

I bring to life that which needs to be expressed so that others understand.

1	2	3	4	5	
Rarely	Sometimes			Often	—

Total - =

Totals

Transfer the results from pages 2 - 3

A
Listening

B
Respecting

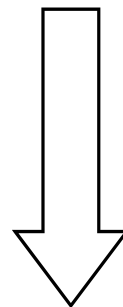
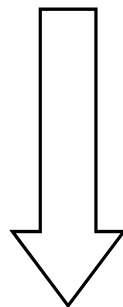
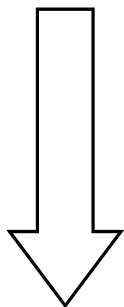
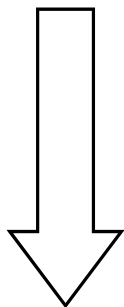
C
Suspending

D
Voicing

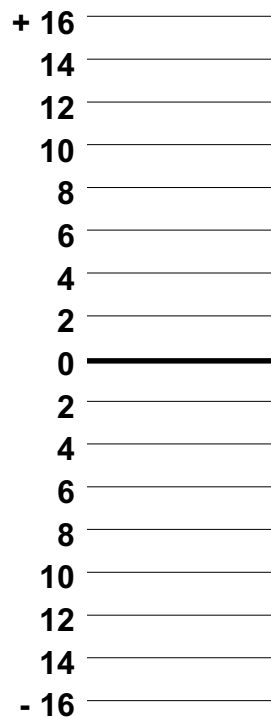
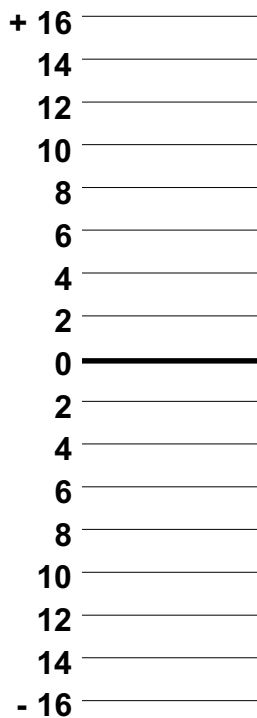
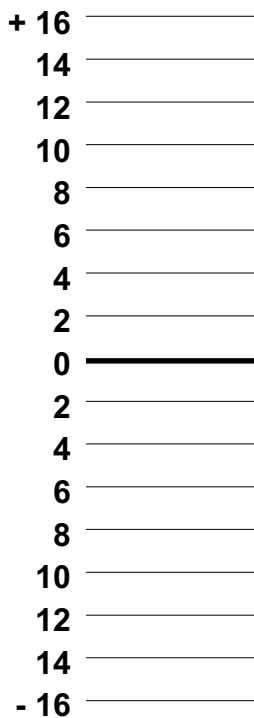
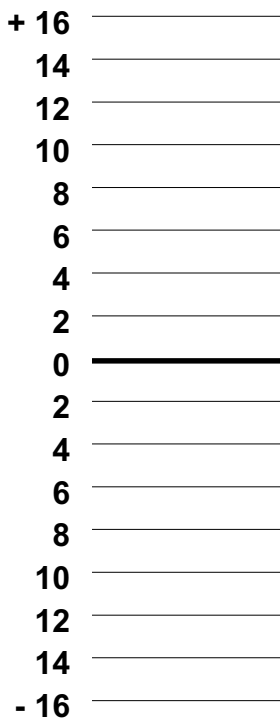
Draw your profile

(Print out your mirror and draw your profile by hand.)

Mark with crosses and then draw a line between the crosses.



Max



Min

Bring the mirror to the seminar!