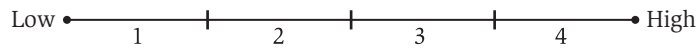


Norms Inventory

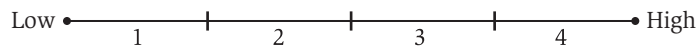
Rating Perceptions of Myself

1. Pausing to allow time for thought

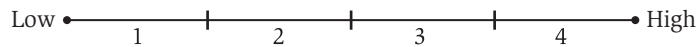
A. I pause after asking questions.



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

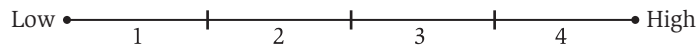


C. I pause before asking questions to allow time for artful construction.

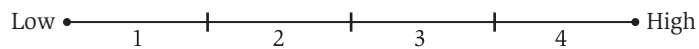


2. Paraphrasing within a pattern of pause — paraphrase — pose questions to ensure deep listening

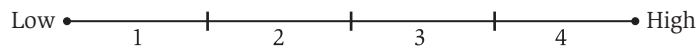
A. I listen and respond with acknowledging paraphrases.



B. I listen and respond with organizing paraphrases.

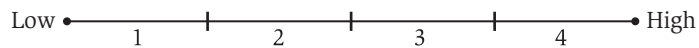


C. I listen and respond with abstracting paraphrases.

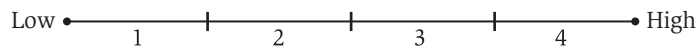


3. Posing questions to reveal and extend thinking

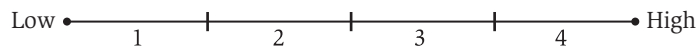
A. I pose questions to explore perceptions, assumptions and interpretations.



B. I inquire before putting ideas on the table and before I advocate.

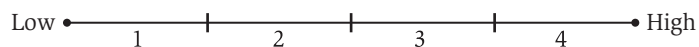


C. I seek specificity of data, assumptions, generalizations and the meaning of words.

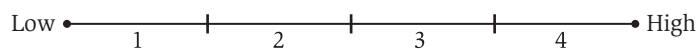


4. Putting ideas on the table and pulling them off

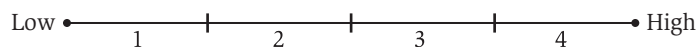
A. I state the intentions of my communications.



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

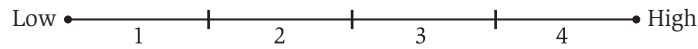


C. I remove or announce modification of ideas, opinions and points of view.

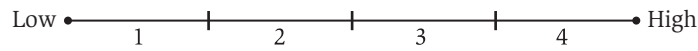


5. Providing data to structure conversations

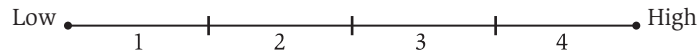
A. I present specific, measurable, observable information.



B. I present data without judgments, opinions or inferences.

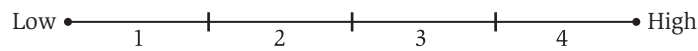


C. I offer multiple types of data to broaden understanding.

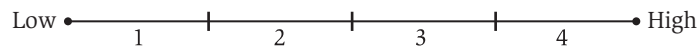


6. Paying attention to self and others to monitor our ways of working

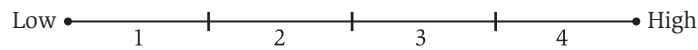
A. I balance participation and open opportunities for others to contribute and respond.



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

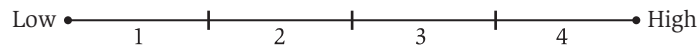


C. I maintain awareness of the group's task, processes and development.

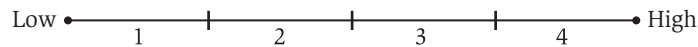


7. Presuming positive intentions to support a nonjudgmental atmosphere

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 pose questions.

