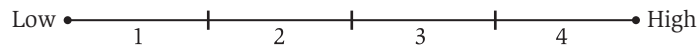


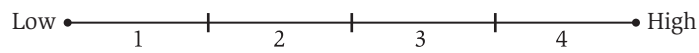
Personal Seven Norms Assessment



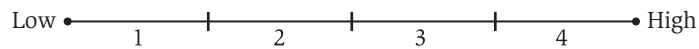
1. Pausing to allow time for thought



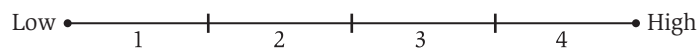
2. Paraphrasing within a pattern of pause — paraphrase — pose questions to ensure deep listening



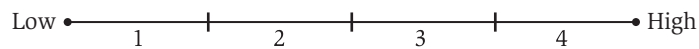
3. Posing questions to reveal and extend thinking



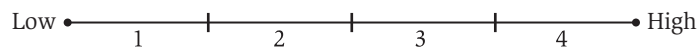
4. Putting ideas on the table and pulling them off



5. Providing data to structure conversations



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



7. Presuming positive intentions to support a nonjudgmental atmosphere

