



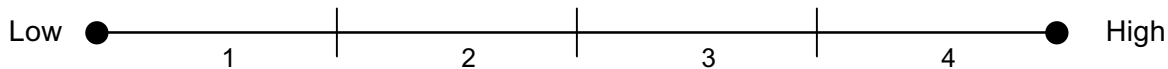
Norms Inventory

Rating the Consistency of My Personal Behavior In a Specific Group of Which I am a Member

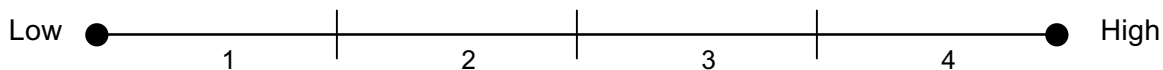
Place a mark on each scale, to reflect your perception of your personal behavior in a specified group of which you are a member.

1. Pausing

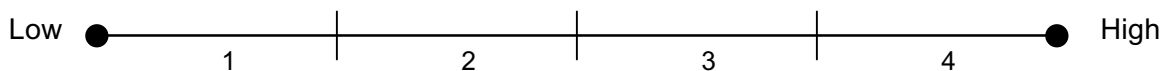
A. I pause after asking questions.



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

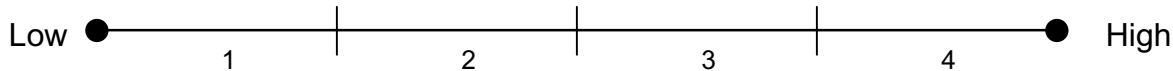


C. I pause before asking questions to permit thoughtful construction.

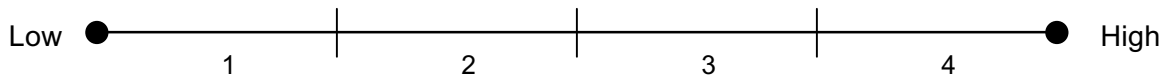


2. Paraphrasing

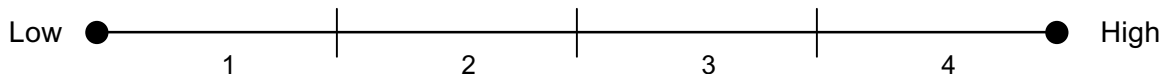
A. I listen and paraphrase to acknowledge and clarify.



B. I listen and paraphrase to summarize and organize.

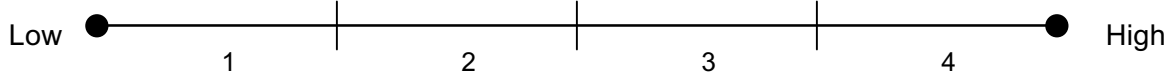


C. I listen and paraphrase to shift levels of abstraction.

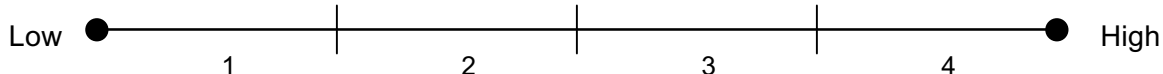


3. Posing Questions

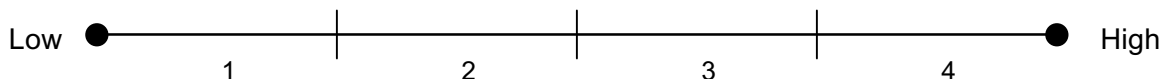
A. I pose questions to explore perceptions, assumptions, and interpretations.



B. I inquire before putting my ideas on the table, or advocating.

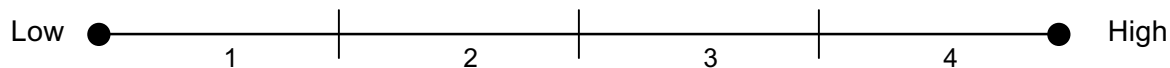


C. I seek specificity of data, assumptions, generalizations, and the meaning of words.

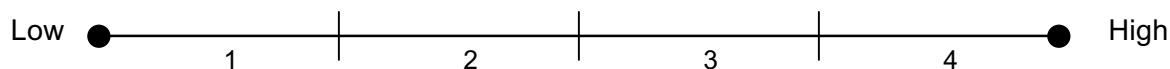


4. Putting Ideas on the Table and Pulling Them Off

A. I state the intentions of my communications.



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

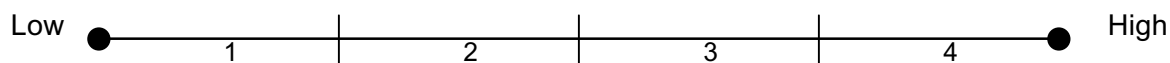


C. I retract or announce modification of previously offered ideas, opinions, and points of view.

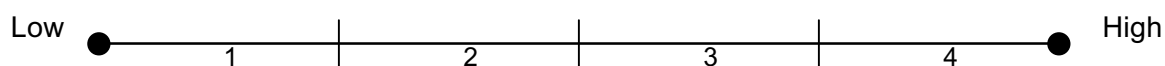


5. Providing Data to Structure Conversations

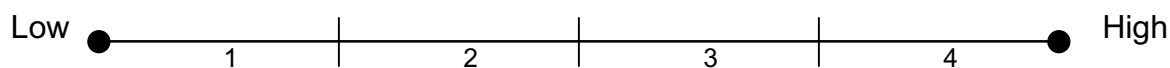
A. I present specific, measurable, and observable data.



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

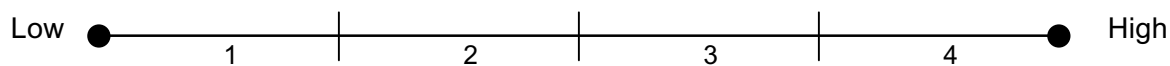


C. I explore the implications and consequences of proposals and plans.

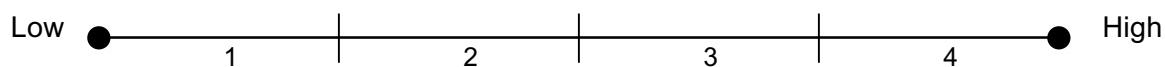


6. Paying Attention to Self and Others

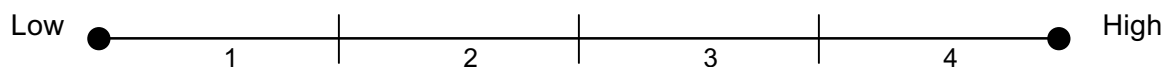
A. I balance participation and open opportunities for others to contribute and respond.



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

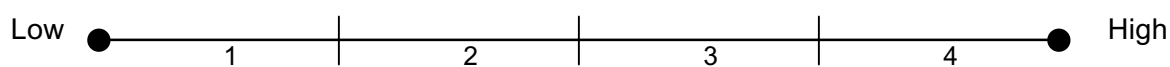


C. I maintain awareness of the group's task, processes, and development.



7. Presuming Positive Intentions

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



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



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

