



NOTES

Horizontal lines for taking notes.

INTERPERSONAL DIALOGUE: AN ASSESSMENT

EXERCISE

Using the scale below, assess your skills in interpersonal dialogue.

1	2	3	4	5
NOT AT ALL	SELDOM	SOMETIMES	OFTEN	ALMOST ALWAYS

Overall, to what extent do you:

- | | | | | | |
|---|---|---|---|---|--|
| 1 | 2 | 3 | 4 | 5 | 1. Listen to understand rather than respond? |
| 1 | 2 | 3 | 4 | 5 | 2. Keep your composure during a heated discussion? |
| 1 | 2 | 3 | 4 | 5 | 3. Invite others to share their ideas, opinions, and concerns? |
| 1 | 2 | 3 | 4 | 5 | 4. Speak up, even when you know your ideas are unpopular? |
| 1 | 2 | 3 | 4 | 5 | 5. Seek balanced participation in discussions? |
| 1 | 2 | 3 | 4 | 5 | 6. Work to find alternatives that benefit all parties? |
| 1 | 2 | 3 | 4 | 5 | 7. Try not to push your agenda too hard when others have concerns? |
| 1 | 2 | 3 | 4 | 5 | 8. Go directly to a person with whom you have a concern and try to resolve it? |
| 1 | 2 | 3 | 4 | 5 | 9. Listen without interrupting? |
| 1 | 2 | 3 | 4 | 5 | 10. Communicate openly and honestly? |
| 1 | 2 | 3 | 4 | 5 | 11. Surface and deal with hidden agendas? |
| 1 | 2 | 3 | 4 | 5 | 12. Get all the facts on the table before making a decision? |
| 1 | 2 | 3 | 4 | 5 | 13. Give a fair hearing to the views of others? |
| 1 | 2 | 3 | 4 | 5 | 14. Challenge the ideas of others, when appropriate? |
| 1 | 2 | 3 | 4 | 5 | 15. Allow others to challenge your ideas? |
| 1 | 2 | 3 | 4 | 5 | 16. Make yourself open for others to approach with problems and concerns? |
| 1 | 2 | 3 | 4 | 5 | 17. Avoid resorting to coercion or position authority during disagreements? |
| 1 | 2 | 3 | 4 | 5 | 18. Deal with problems rather than personalities? |
| 1 | 2 | 3 | 4 | 5 | 19. Put what is right for the organization above politics? |
| 1 | 2 | 3 | 4 | 5 | 20. Seek to clarify the purpose and desired outcomes of communication? |



_____ Total Dialogue Score

