

Clarity Compass

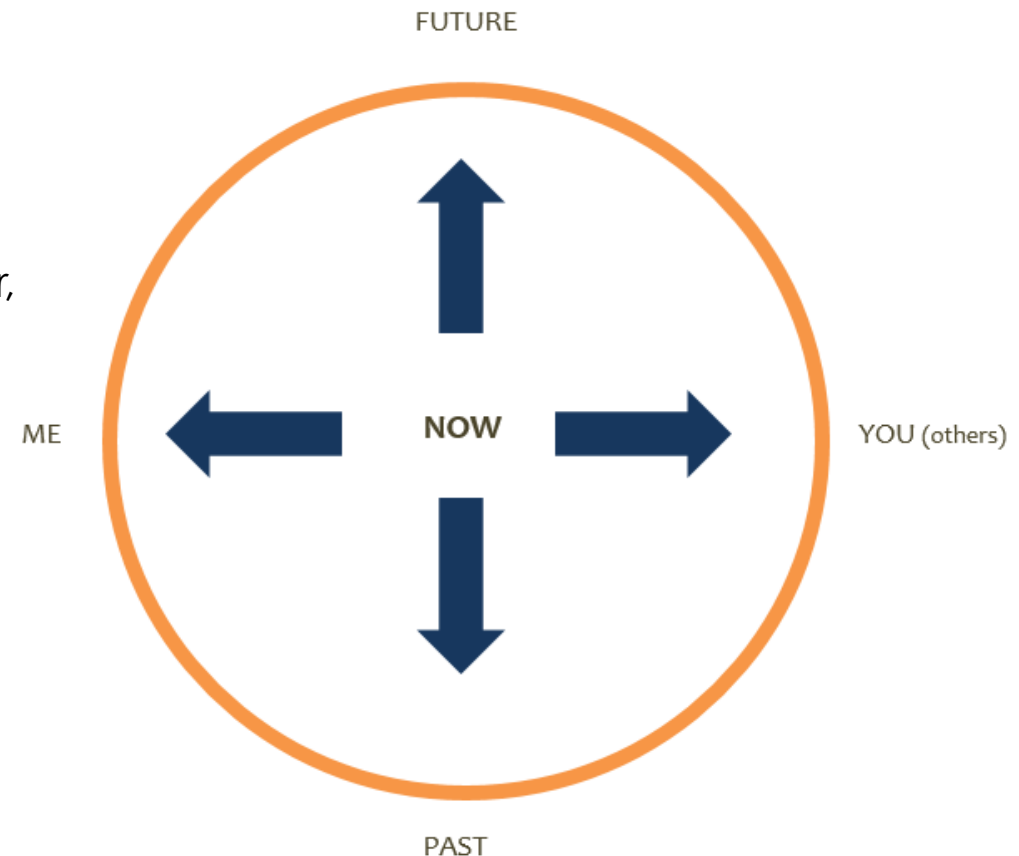
Observing your thought process - Tools for self awareness (1 of 3)

YOU (others): Elevated thoughts; adoration, idealization, powerful, perfectionistic. Diminishing judgments; anger, jealousy, resentment, and agitation.

MYSELF: Grandiose thinking; more capable, superior, special. Depressive thinking; unworthy, inadequate, inferior, hurt “why me?”

PAST: Positive memory filter; proud, happy, best, perfect, yearning. Negative memories filter; regret, blame, shame, or guilt.

FUTURE: Positive attachment; eager, high level anticipation, idealized expectation. Negative attachment: anxious, fearful, worried, hopeless, outcome dependent.



Based on the Mandala of Being created by Richard Moss

Featherstone Personal & Professional Coaching
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Clarity Compass Worksheet (p. 1 of 2)

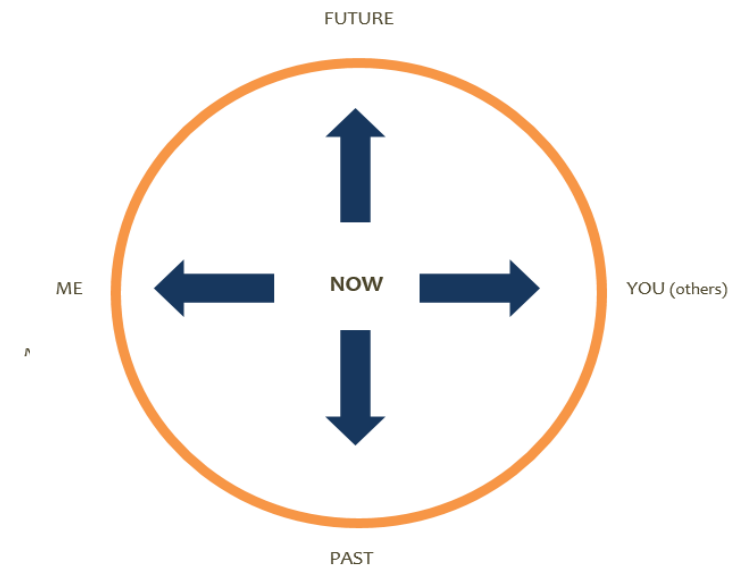
Answer these questions respective to each position.

ME:

- What thoughts am I having about myself?
- How do I feel when I have these thoughts?
- What do I notice in my body?
- *How do I behave when I have these thoughts?*

YOU (OTHER):

- What beliefs am I having about this person?
- What emotions are my thoughts creating?
- How do I feel physically when I think these thoughts?
- *How do I interact with the other person from this perspective?*



Clarity Compass Worksheet (p. 2 of 2)

Answer these questions respective to each position.

PAST:

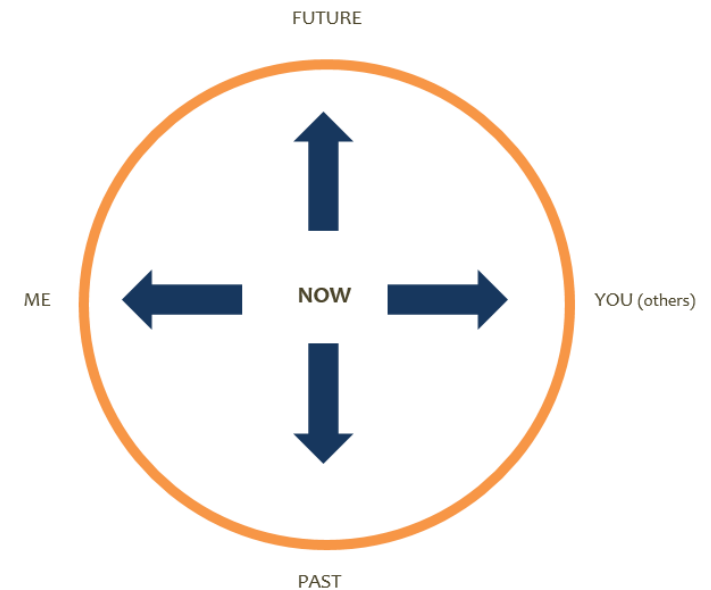
- What am I telling myself about this past situation?
- What are my beliefs and judgments about it?
- What emotional and physical effects is it generating?
- *How does focusing on this memory inform my actions?*

FUTURE:

- What have I already decided about this future event?
- What do I fear? What do I hope?
- What feelings does this future story evoke?
- *How do I act when I am focused on this future event?*

What is it like to address the situation with no “story”?

Adapted from the work of Richard Moss and Byron Katie



Resistant Listening

Handout – aspects of resistant listening

PERSPECTIVE

- Competitive (e.g. “me vs. you”)
 - Defensive, resistant, oppositional
 - In your own thoughts, not present
-

STRATEGIC

- Win, come out on top
 - Make other person wrong
 - Look for “problems” in what the other person is saying
-

BEHAVIORS

- Judging
 - Arguing
 - Interrupting
 - Debating
 - Distracted or Uninterested
 - Closed body language
-

IMPACT

- Shut down possible high quality outcomes
 - No authentic communication or connection takes place
 - Inhibit creative thinking or ideas being expressed
 - Miss out on pertinent information
 - Create:**
 - Distrust
 - Resentment
 - Lack of motivation or inspiration to collaborate
 - Compromised & incomplete communication going forward
-

Mindful Listening

Handout - Tools and definitions (1 of 2)

ACCEPTANCE

- Identify what aspects of the situation over which you have no control in that moment.
- Re-direct your focus on areas that do require a response or form of action.

CONSCIOUS PAUSE

- Stop and allow a moment of quiet before you reply.
- Slow down the conversation and give yourself the opportunity to have a more thoughtful response.

NOTICE AND BRACKET

- Notice your thoughts, judgments, and opinions internally, and set them aside.
- Return your focus to what is being said. Be open to what you can learn.

MIRROR

- Repeat back the speaker's exact words to reflect that you hear what is being said.
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Mindful Listening

Handout - Terms and definitions (2 of 2)

PARAPHRASE

- Use your own words to convey what you understand the speaker to be saying.
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BELIEF CHECK

- Check in with the speaker about what you are experiencing and check for accuracy.
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BODY LANGUAGE

- Be aware of whether you are opening up or closing down the conversation through your body: posture, positioning, distance and eye contact.
-

CLARIFYING QUESTIONS

- Ask questions that are relevant to the topic being discussed and will open up the conversation in a purposeful way.
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Fact Based Interaction

Handout - Fact Based Interaction & Feedback (1 of 2)

	Description	Comments
INTENT	<ul style="list-style-type: none">• It is impossible to be the authority on the intention of another person.• It is not a fact-based approach, which is ineffective.	Communicate about intent only using curiosity and clarifying questions to gain understanding and avoid erroneous conclusions.
PERMISSION	<ul style="list-style-type: none">• Ask if you may have, or plan a conversation rather than jumping in spontaneously.	This provides an opportunity for each person to be present (rather than distracted) during the exchange.
DATA	<ul style="list-style-type: none">• The facts only, without added assumptions.	Imagine replaying a video camera or audio recording of what happened.
IMPACT	<ul style="list-style-type: none">• The effect the data has on you or your circumstances.	Only you have the authority to provide accurate information to another about how you have been impacted, as do others about how they experience the impact of your words and actions.

Possible outcomes of data based interactions

Handout - Fact Based Interaction & Feedback (2 of 2)

INPUTS

Intent

Permission

Data

Impact



OUTPUTS

Request

- You make a specific request based on the impact the data is having on you or your situation.

Agreement

- The agreement is based on asking clarifying questions and expressing your wants.
- A “clean” agreement includes collaboration between both (or all) parties regarding a mutually satisfying outcome.



Consciously avoid



Consciously engage