4	3	2	1
We paraphrase what	We respond verbally	We acknowledge the	We offer feedback
others have said in	to the ideas of others	ideas of others.	only if requested.
our group to clarify	in our group and may		
understanding.	ask for clarification.	Occasionally, we	We have difficulty
We call probing	We are interested and	repeat the ideas of others to	responding to
We ask probing	curious about the	acknowledge or	questions.
questions.	ideas of others in our	indicate support.	Our contributions are
We encourage and	group.		neither acknowledged
value the ideas and	group.	Sometimes, we have	nor responded to.
opinions of our group	Our opinions are	a difficult time	
members.	communicated without	responding to the	We do not pay
	passing judgment,	ideas of others in our	attention to the
All of us can express	such as using "I"	group.	consequences of what
our opinions and	versus "you"		we say or do.
positions without	messages.	We pay attention to	o
hurting the feelings of		the consequences of	Our differences are
others in our group.	We can extend our	what we say or do at	usually suppressed or
Our differences are	discussions beyond our initial thoughts	times, and taking turns or accepting	ignored and sometimes result in
appreciated—we seek	and ideas.	suggestions from	arguments.
out diverse opinions		others is difficult.	argamento.
and try to come to	Differences that we		
common	have are resolved.	Our differences are	
understanding.		sometimes ignored	
		and, when	
		acknowledged, can be	
		left unresolved.	

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