

Conscious Communication®

Lens of Understanding
Self Assessment

WIDE RULED



Me vs Them Lens of Understanding Instrument

Learning Objective

- ✓ For participants to notice and understand that people (including themselves) switch behaviors all the time. It is incorrect to label people as being “one behavior” all the time.

SAMPLE SELF-ASSESSMENT EXERCISE

Finding the Nature of Conflict in the Lens of Understanding

The purpose of this exercise is to help you determine where you fall in the Lens of Understanding and where your difficult person falls.

No one else will see the evaluation. This exercise is for “your eyes only.”

People’s behavior varies according to whom they are with and what is going on. It is important that you choose a specific person and a specific context, i.e. your boss at a business meeting, your spouse when the relatives are coming to visit or your most important customer when something has gone wrong and he or she is angry.

You will do this same exercise twice thinking about different people in different situations. Do it once with a personal relationship and another time with a business relationship. It is amazing how people can find themselves in totally different parts of the Lens of Understanding depending on whom they are with or what is going on. After the sample exercise you have three blank Lens of Understanding instruments. You will use two in this class. The third is a master that we welcome you to copy if you want to do this exercise with friends or family members. However, you may not use it to conduct other training exercises outside of this course.



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BEHAVIORAL ANALYSIS

The purpose of this exercise is to determine where you and another person fall in the lens of understanding when there is conflict/stress between you. This will give you an understanding of the dynamic that happens between you. It is important that when you do this exercise you think of a specific person and a specific situation.

1- Identify the person (name, code name, relationship): **Mary**

2- Describe the context and situation when it becomes difficult between you:

Mary will begin to "talk at me", meaning she seems to have no sensitivity to where I am at and will go on and on from one subject to another. Finally, I will walk out of the room and then she gets angry at me for not listening. But, she doesn't seem to care to listen to me because if I say something she just goes back to what she was saying.

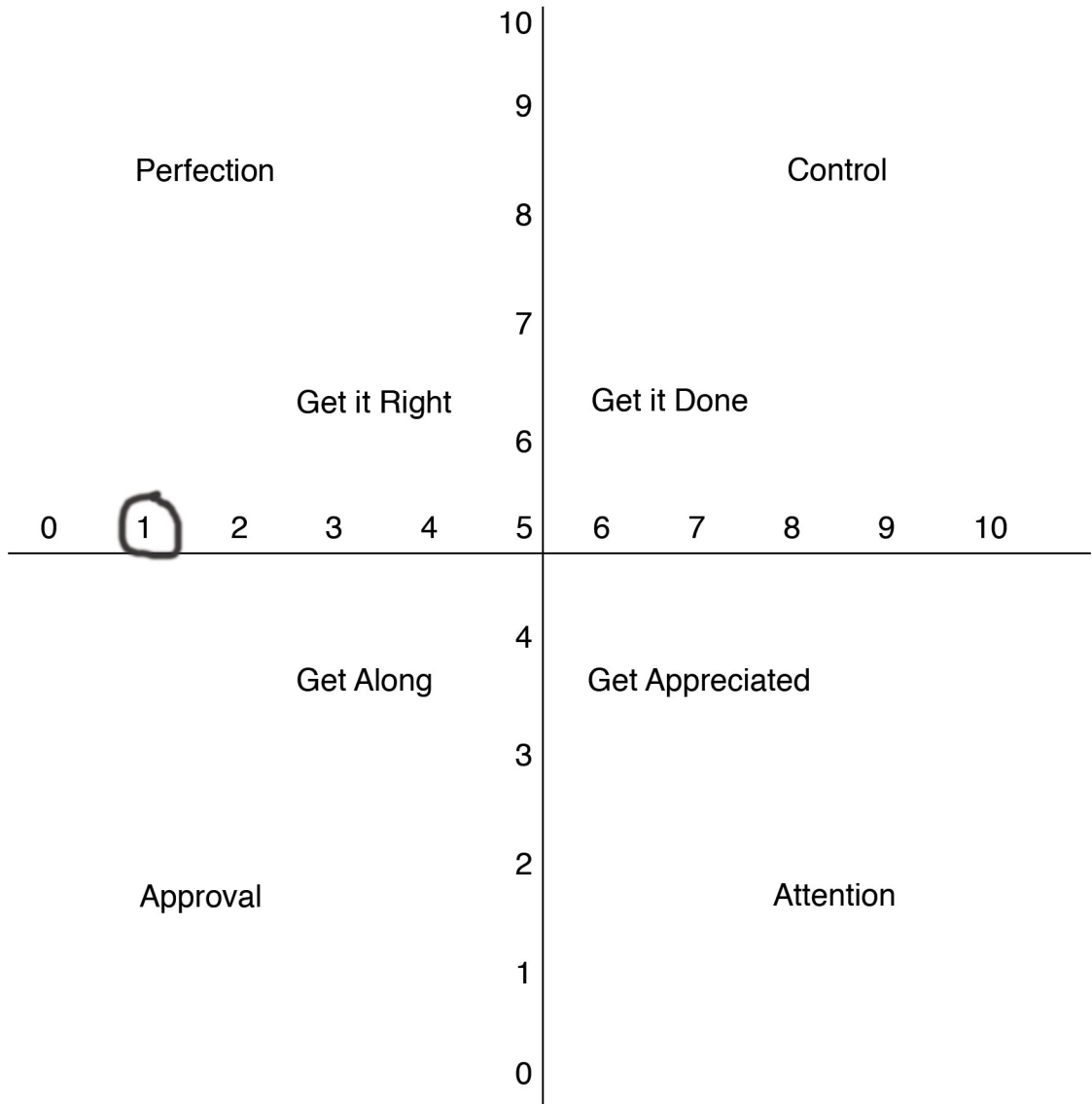
3- This step measures whether each of you becomes more assertive or passive. Put an "X" in each box of the "ME" column that best describes your behavior in the situation above. For example, when things get difficult, are you more animated or more passive? If neither word in a particular set is accurate leave that row blank. Count the total "X's" for only column A. Then go to the Lens and **circle** that number on the horizontal line. This gives you your level of assertiveness.

ASSERTIVE/PASSIVE BEHAVIORAL SET - ME

ME	Column A	Column B	ME
	more animated or	more passive	X
	more take charge or	more go along	X
	more assertive or	more hesitant	X
	more demanding or	more accepting	X
	more demonstrative or	more thoughtful	
X	more confronting or	more supportive	
	more talkative or	more quiet	X
	more bold or	more timid	
	more intense or	more subdued	
	more direct or	more indirect	X
1	<<< TOTAL		
	Only total Column A		



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4- Think about the other person’s behavior when it gets difficult between you. Make sure you are thinking of the same situation. Put an X in each box of the “Them” column that best describes his or her behavior. If neither word in a particular set is accurate leave that row blank. Count the total “X’s” for only column A . Then go to the Lens and draw a **square** around that number on the horizontal line. This gives you their level of assertiveness.

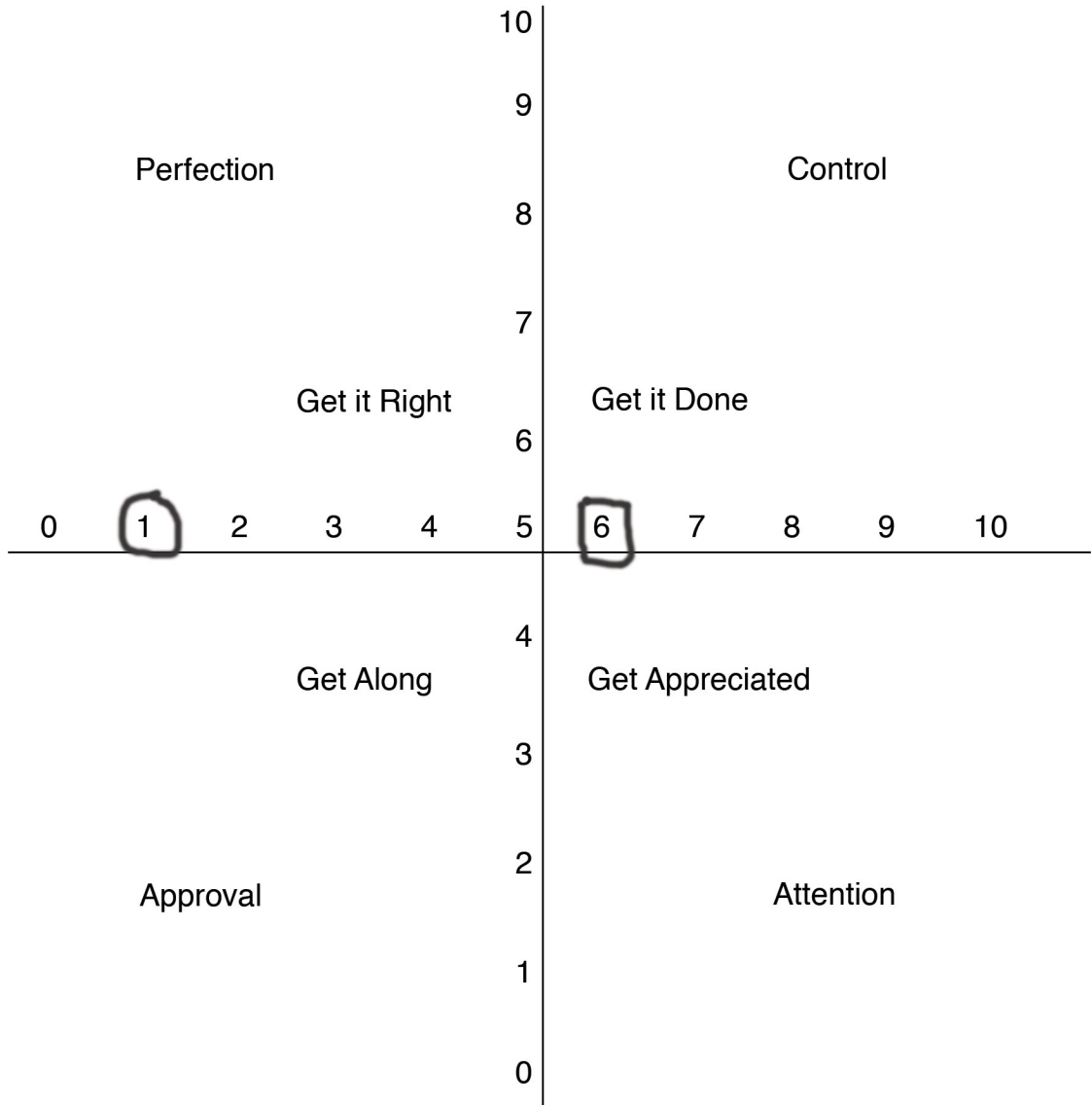
ASSERTIVE/PASSIVE BEHAVIORAL SET - THEM

Them	Column A	Column B	Them
X	more animated or	more passive	
	more take charge or	more go along	
X	more assertive or	more hesitant	
X	more demanding or	more accepting	
	more demonstrative or	more thoughtful	
	more confronting or	more supportive	
X	more talkative or	more quiet	
	more bold or	more timid	
X	more intense or	more subdued	
X	more direct or	more indirect	
6	<<< TOTAL		



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	Only total Column A		
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5- This step measures whether each of you becomes more task or people focused. Put an “X” in each box of the “Me” column that best describes your behavior. For example, when things get difficult, are you more flamboyant or more restrained? If neither word in a particular set is accurate leave that row blank. Count the total “X’s” for only column D . Then go to the Lens and **circle** that number on the vertical line. This identifies your focus, whether it is people or task focused.

TASK/PEOPLE FOCUS BEHAVIORAL SET - ME

ME	Column C	Column D	ME
	more flamboyant or	more restrained	X
X	more spontaneous or	more deliberate	
	more responsive or	more detached	X
X	more impulsive or	more methodical	
	more sociable or	more aloof	X
	more sentimental or	more analytical	
	more people-oriented or	more task-oriented	X
	more outgoing or	more reserved	
	more dramatic or	more self-controlled	X
	more friendly or	more unfriendly	X
		TOTAL >>>	6

		Only total Column D	
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6 - Think about the other person's behavior when it gets difficult between you. Make sure you are thinking of the same situation. Put an X in each box of the "Them" column that best describes his or her behavior. If neither word in a particular set is accurate leave that row blank. Count the total "X's" for only column D. Then go to the Lens and draw a **square** around that number on the horizontal line. This identifies your focus, whether it is people or task focused.

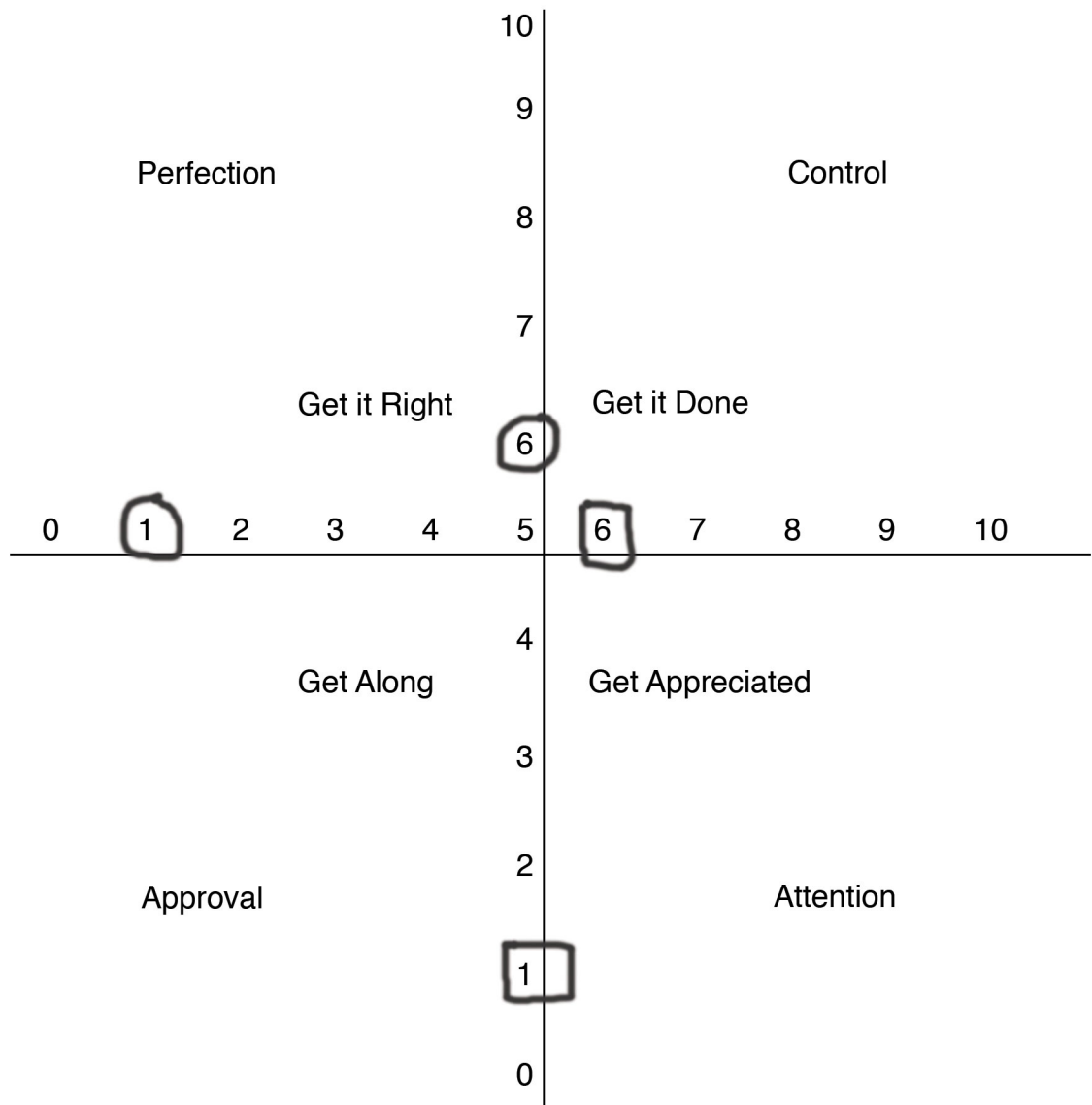
TASK/PEOPLE FOCUS BEHAVIORAL SET - THEM

THEM	Column C	Column D	THEM
X	more flamboyant or	more restrained	
X	more spontaneous or	more deliberate	
	more responsive or	more detached	
X	more impulsive or	more methodical	
X	more sociable or	more aloof	
	more sentimental or	more analytical	
X	more people-oriented or	more task-oriented	
X	more outgoing or	more reserved	
X	more dramatic or	more self-controlled	

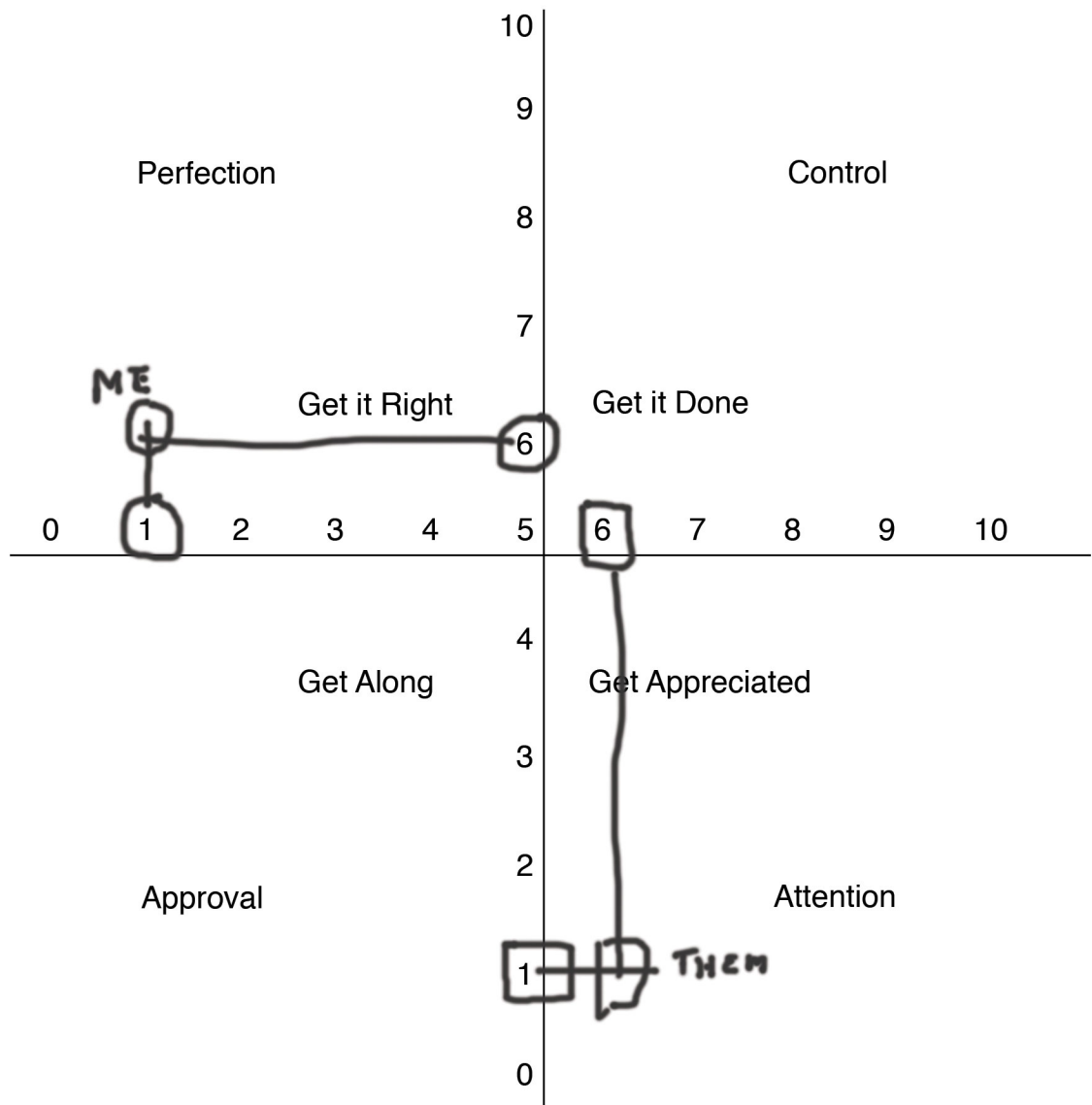


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	more friendly or	more unfriendly	X
		TOTAL >>>	1
		Only total Column D	



Locate the quadrant describing your behavior by doing the following: Draw a horizontal line through your number on the vertical axis. Draw a vertical line through your circled number on the horizontal axis. The point where they intersect is where you fall in the Lens in relation to the situation. Do the same for the other person and find where their lines intersect. Do the same thing with the other person's numbers with the squares drawn around them. This will give you insight into the nature of your conflict.



In this example, person "A" who is doing this assessment tends to get passive, withdrawn and a bit more analytical. Therefore, he/she is likely to have negative judgments about the other person's behavior that they keep to themselves. The other person, "B" is much more people oriented, assertive, and needing attention. The nature of the conflict is; you have a person who needs attention trying to get it from someone who is withdrawing. The more assertive and attention seeking person "B" becomes the more person "A"



withdraws. The more person “A” withdraws, the more needy of attention person “B” becomes. They both create the other person’s difficult behavior.

Self-Assessment Exercise 1

Finding Yourself in the Lens of Understanding

The purpose of this exercise is to you determine where you fall in the Lens of Understanding and where your difficult person falls. The ideal time to administer the self-assessment exercise is after presenting the concept of the Lens of Understanding with the ten types of behaviors.

No one else will see the evaluation. This exercise is for “your eyes only.”

People’s behavior varies according to whom they are with and what is going on. It is important that you have the students choose a particular person and a particular context, i.e. your boss at a business meeting, your spouse when the relatives are coming to visit or your most important customer when something has gone wrong and he or she is angry.

You will do this same exercise thinking about different people in different situations. Do it once with a personal relationship and another time with a business relationship. It is amazing how people can find themselves in totally different parts of the Lens of Understanding depending on whom they are with or what is going on.

BEHAVIORAL ANALYSIS

The purpose of this exercise is to determine where you and another person fall in the lens of understanding when there is conflict/stress between you. This will give you an understanding of the dynamic that happens between you. It is important that when you do this exercise you think of a specific person and a specific situation.

1- Identify the person (name, code name, relationship): _____



2- Describe the context and situation when it becomes difficult between you:



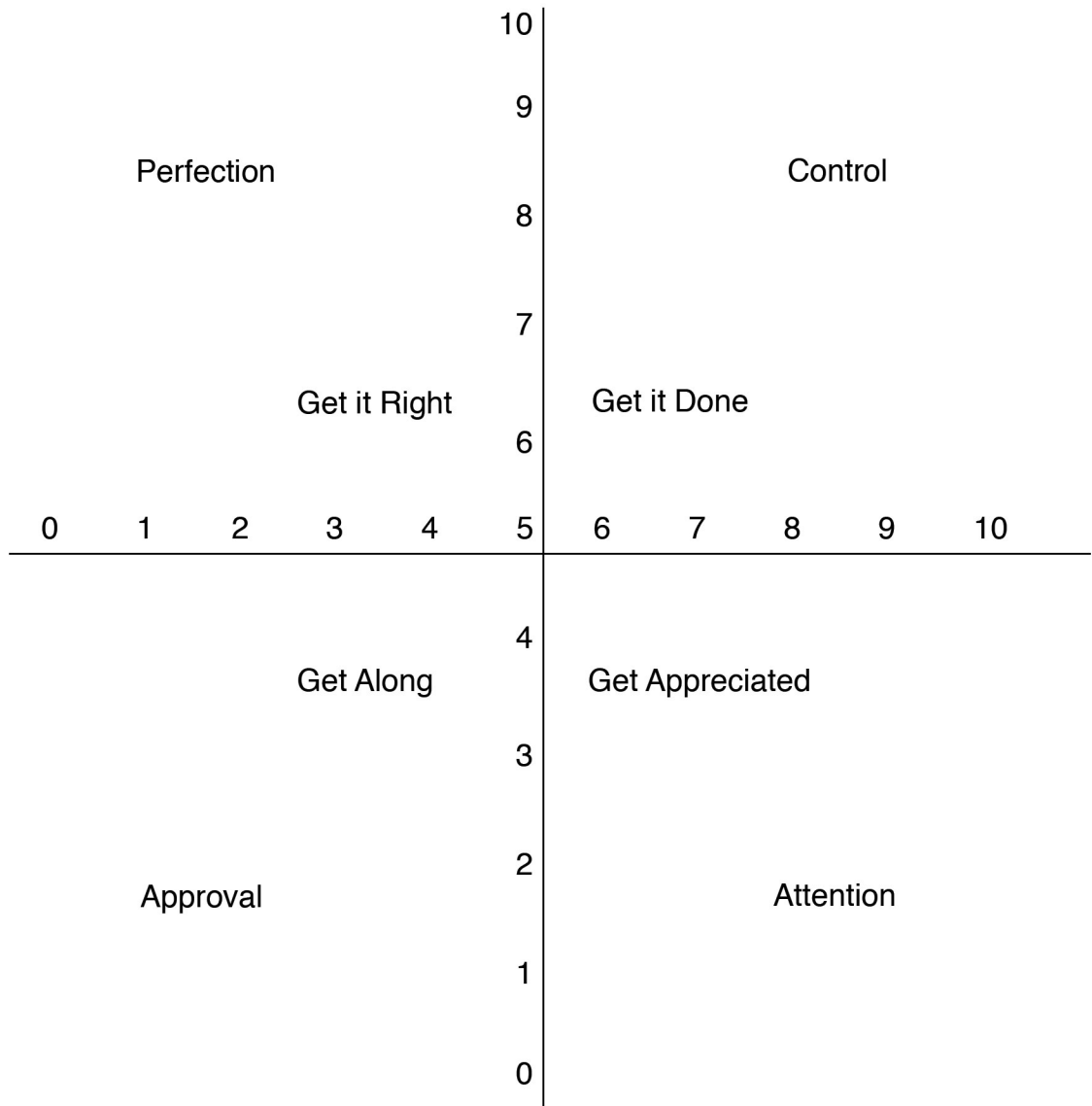
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ASSERTIVE/PASSIVE BEHAVIORAL SET - ME

ME	Column A	Column B	ME
	more animated or	more passive	
	more take charge or	more go along	
	more assertive or	more hesitant	
	more demanding or	more accepting	
	more demonstrative or	more thoughtful	
	more confronting or	more supportive	
	more talkative or	more quiet	
	more bold or	more timid	
	more intense or	more subdued	
	more direct or	more indirect	
	<<< TOTAL		
	Only total Column A		



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4- Think about the other person’s behavior when it gets difficult between you. Make sure you are thinking of the same situation. Put an X in each box of the “Them” column that best describes his or her behavior. If neither word in a particular set is accurate, leave that row blank. Count the total “X’s” for only column A . Then go to the Lens on the previous page and draw a **square** around that number on the horizontal line. This gives you their level of assertiveness.

ASSERTIVE/PASSIVE BEHAVIORAL SET - THEM

Them	Column A	Column B	Them
	more animated or	more passive	
	more take charge or	more go along	
	more assertive or	more hesitant	
	more demanding or	more accepting	
	more demonstrative or	more thoughtful	
	more confronting or	more supportive	
	more talkative or	more quiet	
	more bold or	more timid	
	more intense or	more subdued	
	more direct or	more indirect	
	<<< TOTAL		
	Only total Column A		



5- This step measures whether each of you becomes more task or people focused. Put an “X” in each box of the “Me” column that best describes your behavior. For example, when things get difficult, are you more flamboyant or more restrained? If neither word in a particular set is accurate leave that row blank. Count the total “X’s” for only column D . Then go to the Lens and **circle** that number on the vertical line. This identifies your focus, whether it is people or task focused.

TASK/PEOPLE FOCUS BEHAVIORAL SET - ME

ME	Column C	Column D	ME
	more flamboyant or	more restrained	
	more spontaneous or	more deliberate	
	more responsive or	more detached	
	more impulsive or	more methodical	
	more sociable or	more aloof	
	more sentimental or	more analytical	
	more people-oriented or	more task-oriented	
	more outgoing or	more reserved	
	more dramatic or	more self-controlled	
	more friendly or	more unfriendly	
		TOTAL >>>	
		Only total Column D	

6 - Think about the other person's behavior when it gets difficult between you. Make sure you are thinking of the same situation. Put an X in each box of the "Them" column that best describes his or her behavior. If neither word in a particular set is accurate leave that row blank. Count the total "X's" for only column D. Then go to the Lens and draw a **square** around that number on the horizontal line. This identifies your focus, whether it is people or task focused.

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	more sentimental or	more analytical	
	more people-oriented or	more task-oriented	
	more outgoing or	more reserved	
	more dramatic or	more self-controlled	
	more friendly or	more unfriendly	
		TOTAL >>>	
		Only total Column D	

Locate the quadrant describing your behavior by doing the following: Draw a horizontal line through your number on the vertical axis. Draw a vertical line through



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your circled number on the horizontal axis. The point where they intersect is where you fall in the Lens in relation to the situation. Do the same for the other person and find where their lines intersect. Do the same thing with the other person's numbers with the squares drawn around them. This will give you insight into the nature of your conflict.

Self-Assessment Exercise 2

Finding Yourself in the Lens of Understanding

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1- Identify the person (name, code name, relationship): _____

2- Describe the context and situation when it becomes difficult between you:



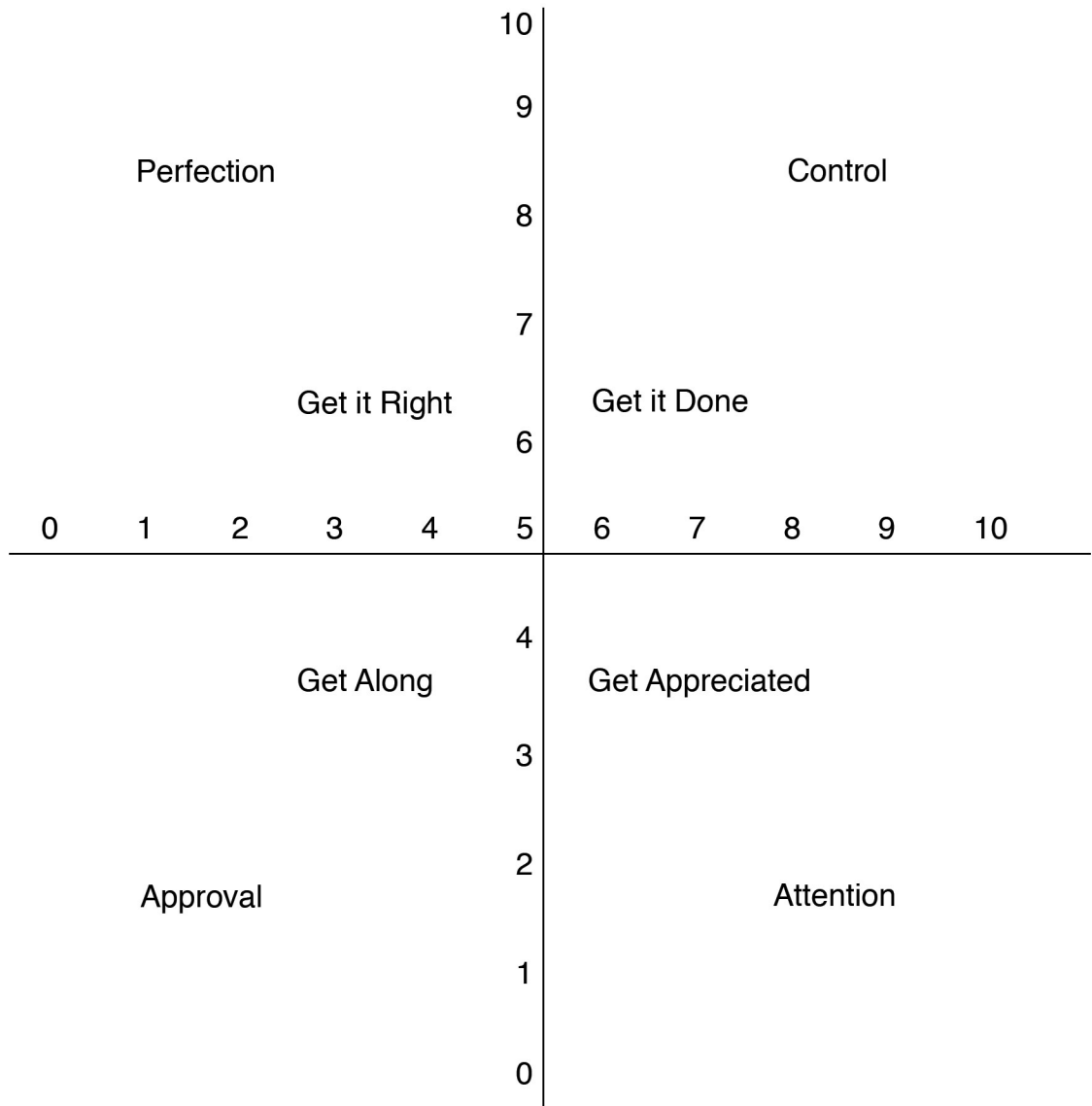
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ASSERTIVE/PASSIVE BEHAVIORAL SET - ME

ME	Column A	Column B	ME
	more animated or	more passive	
	more take charge or	more go along	
	more assertive or	more hesitant	
	more demanding or	more accepting	
	more demonstrative or	more thoughtful	
	more confronting or	more supportive	
	more talkative or	more quiet	
	more bold or	more timid	
	more intense or	more subdued	
	more direct or	more indirect	
	<<< TOTAL		
	Only total Column A		



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ASSERTIVE/PASSIVE BEHAVIORAL SET - THEM

Them	Column A	Column B	Them
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TASK/PEOPLE FOCUS BEHAVIORAL SET - ME

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	more people-oriented or	more task-oriented	
	more outgoing or	more reserved	
	more dramatic or	more self-controlled	
	more friendly or	more unfriendly	
		TOTAL >>>	
		Only total Column D	



6 - Think about the other person’s behavior when it gets difficult between you. Make sure you are thinking of the same situation. Put an X in each box of the “Them” column that best describes his or her behavior. If neither word in a particular set is accurate leave that row blank. Count the total “X’s” for only column D. Then go to the Lens and draw a **square** around that number on the horizontal line. This identifies your focus, whether it is people or task focused.

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Self-Assessment Exercise MASTER COPY

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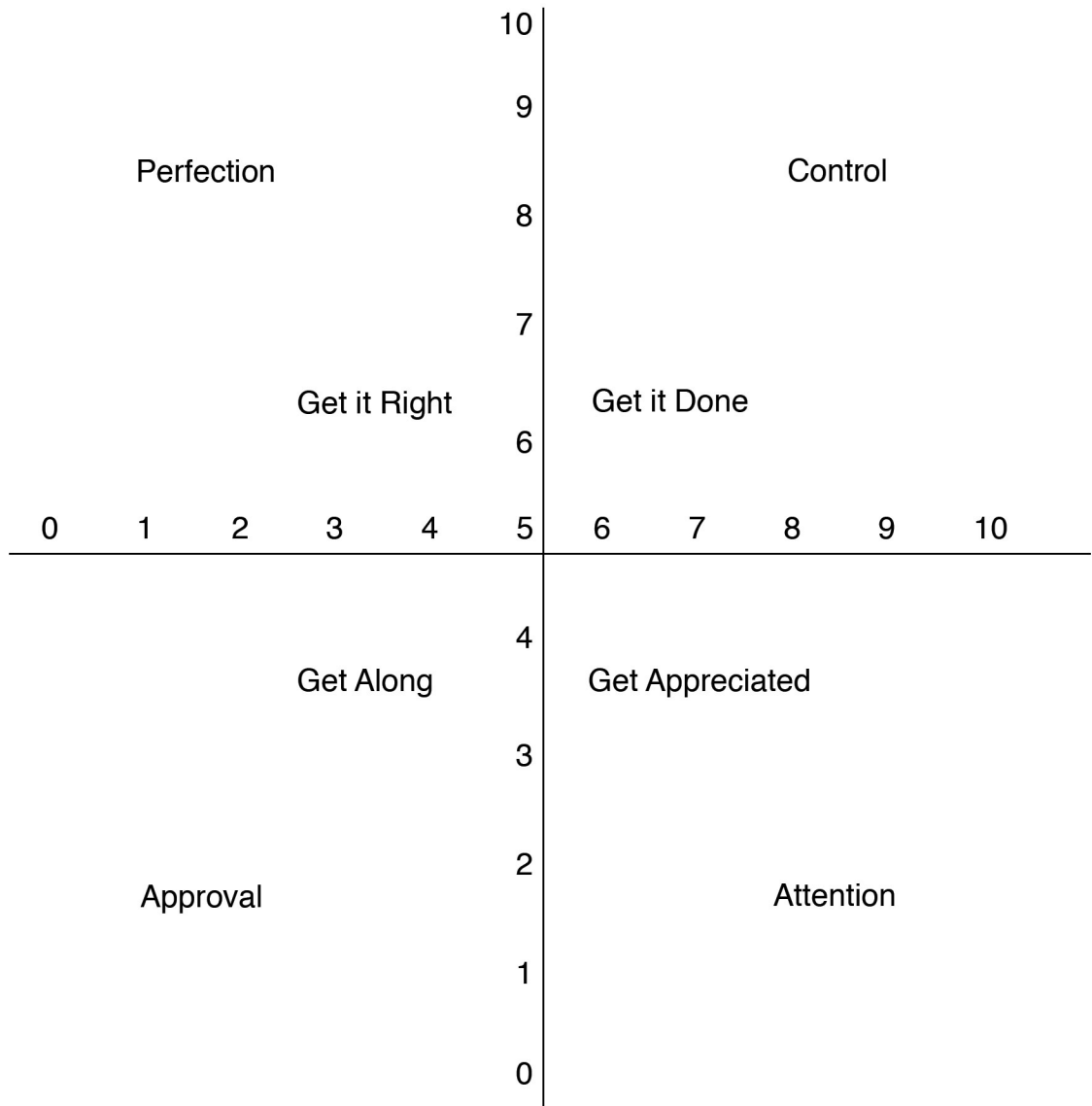
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		TOTAL >>>	
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