

Catalyst Coaching

“Diversifying The Voices of Leadership”

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Perceptions Alter Our Views & Affect Communication

This exercise is designed for managers to help their individual contributors to develop greater awareness of personal perceptions. It will shine a light on how team members view themselves. It also creates an opportunity to discuss how individuals have different definitions for words and how those differences can cause misunderstandings when communicating.

Choose 5 words which accurately describes how you think you behave and 5 which do not

- Ask participants to describe how each of the first 5 words is a strength for them
- Keep in mind the definition of these words may mean differ slightly. To demonstrate, ask team members to write their definitions of certain words on a card, collect them, read the different versions.
- Get everyone on the same page, improve your communication and avoid misunderstandings. When setting expectations for projects or goals you will want to ask: ex. **How do you define effective . . . ?**

Accepting	Dignified	Helpful	Loyal	Righteous
Afraid	Diplomatic	Helpless	Mean	Scientific
Aggressive	Directive	Hopeful	Misunderstood	Sentimental
Anxious	Effective	Hurt	Naughty	Sharp
Arrogant	Eloquent	In denial	Normal	Soulful
Benevolent	Emotional	Individualistic	Outrageous	Strong
Bigoted	Empathetic	Intelligent	Paternal	Supportive
Bland	Energizing	Intuitive	Patient	Tease
Brave	Entertaining	Irritating	Persuasive	Understanding
Clueless	Fierce	Invisible	Philosophical	Unemotional
Confident	Focused	Judgmental	Poor	Unflappable
Conservative	Forthright	Knowing	Powerful	Up-tight
Controlling	Friendly	Knowledgeable	Proper	Vulnerable
Creative	Glib	Leader	Protective	Wilful
Determined	Gregarious	Logical	Proud	Worldly
Difficult	Happy	Loving	Puzzled	Worthy

5 Words That Describe Me:

- 1.
- 2.
- 3.
- 4.
- 5.

5 Words That DO NOT Describe Me:

- 1.
- 2.
- 3.
- 4.
- 5.