

Thank you Sister Barbara

Manner of Sharing

Simple Sharing

- Take 5-10 minutes and compose/outline response
- Enables us to understand the meaning of the particular topic or issue.
- Enables us to appreciate better the richness of individual differences.
- Includes the expression of viewpoints.
- Includes clarification for understanding.
- Includes reverent listening.
- But not, summarization or repeating in summary the words of another person.

Corporate Listening

- Enables us to discover the common meanings recurring in our individual expressions.
- Enables us to identify common understandings of the topic of the day.
- Includes identification or pointing out what is similar in several person's comments.
- Includes summarization, but doesn't lose track of differences.

Guidelines for Balancing Inquiry and Advocacy

When advocating your view:

- Make your own reasoning explicit. (i.e. say how you arrived at your view and the 'data' upon which it is based.)
- Encourage others to explore your view. (e.g. "Do you see gaps in my reasoning?")
- Encourage others to provide different views. (i.e. "Do you have either different data or different conclusions, or both?")

Guidelines for Balancing Inquiry and Advocacy

When advocating your view:

- Actively inquire into others' views that differ from your own.
 - “What are your views?”
 - “How did you arrive at your view?”
 - “Are you taking into account data that is different from what I have considered?”

When inquiring into others' views:

- If you are making assumptions about others' views, state your assumptions clearly and acknowledge that they are assumptions.
- State the "data" upon which your assumptions are based.
- Don't bother asking questions if you are not genuinely interested in the others' response.

When you arrive at an impasse:

- You will know this when others no longer appear to be open to inquiring into their own views.
 - Ask what data or logic might change their views.
 - Ask if there is any way you might together design an experiment (or some other inquiry) that might provide new information.

Expressing Views

When you or others are hesitant to express your views or to experiment with alternative ideas:

- Encourage them (or you) to think out loud about what might be making it difficult:
“What is it about this situation that is making open exchange difficult?”
- If there is mutual desire to do so, design with others ways of overcoming these barriers.

Call to Action

- Enables us to identify a call, which will move us toward a more authentic expression of our individual and corporate purpose in our profession.