

## Professional Development Exercises for Your World View

### Understanding Others

#### Exercise #1 - Use TTI Success Insights Reports

How might we use a person's Behavioral Styles report to help them grow their capacity for Understanding Others?

How might we use a person's Driving Forces report to help them grow their capacity for Understanding Others?

How might we use a person's Acumen Capacities report to help them grow their capacity for Understanding Others?

How might we use a person's Emotional Quotient report to help them grow their capacity for Understanding Others?

How might we use a person's Competencies report to help them grow their capacity for Understanding Others?

## Exercise #2 - Grow Your Empathy

Choose three people and schedule a 30 – 45 minute interview with each. Your objective is to question them and listen deeply to feel into their experience, to become one with them in their emotions and perceptions. The people you choose to interview should each represent a different experience or world view from yours:

1. A person who has significantly different religious views from you.
2. A person who has significantly different political views from you.
3. A person who has a significantly different economic experience from yours.

After the interviews, journal about:

1. How well did I listen to understand? Did I attempt to “fix” or change their viewpoint? Did I listen autobiographically, remembering and sharing my own stories prompted by what they communicated?
2. How well did I listen between the words to understand impact and emotions? Was I suspending judgment as I listened? Was I able to feel

what they were feeling?

3. Was my own perspective changed in any way as a result of listening to understand?

### Exercise #3 - Learn to Identify Individuality in Others

Create and debrief a Talent Insights or TriMetrix HD Comparison Report with 5 – 7 people who you work with most often. Share your most important insights with each other.

- Checklist for Communicating / Ways to Communicate- Have each person identify 3 ways they would like the other person to communicate with them. Next, score how well the other person is doing this, with “1” being all the time and “5” being none of the time. (Share and discuss with a third party facilitating.)
- Checklist for Communicating / Ways NOT to Communicate – Have each person identify 3 ways they prefer the other person NOT communicate with them. Next, score how often the other person makes this mistake, with “1” being they never communicate this way and “5” being they always communicate this way.
- Value to the Organization – Have each person identify two or three ways they observe the other person contributing to the organization’s success.

### Exercise #4 - FORM Friendships

Ask five people each week to share their story with you through questions about their family, occupation, recreation and mission. Treat it like a treasure hunt to find out what makes them unique and superior to you.

*“Every person I meet is my superior in some way and I can learn from them.” Ralph Waldo Emerson*

### Exercise #5 – Connect Simple

As a normal part of conversation, find out one new thing this week that you didn’t know about someone who provides service to you (coffee shop, grocery store, service club, etc.).

## **Exercise #6 - Organize Around Strengths**

Using TTI Success Insights Reports, gather a small group and review your reports sharing 4 strengths and one limitation for each of the sciences covered in your reports. Explain why you each chose the strengths and limitations and give examples of how these show up as behaviors.

## **Exercise #7 – Grow Your Skills**

Identify the competencies in TriMetrix HD that reflect greater skills in understanding others and develop a define/practice/master plan for developing the relevant skill(s).

**Other exercises for growing capacities for Understanding Others:**