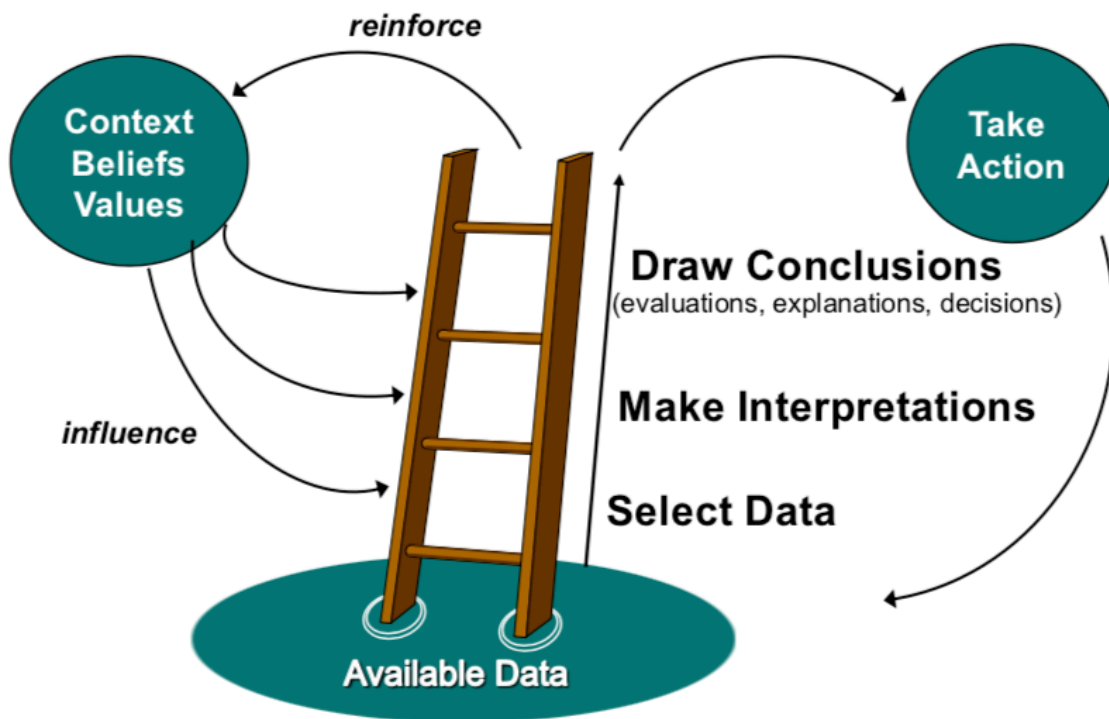


Ladder of Inference



Adapted from Chris Argyris

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Homework:

3:15 Questions for Session 2

*Pick **3 people** in your life who you trust to be on your personal development journey. Spend **15 minutes** with each of them to reflect on the content from session 2. If they're not familiar with the series, give them a bit of background on this being a 6-session exploration on personal development and growth.*

Ladder of Inference - With each person, share a specific example of when you went up the ladder of influence. What were your reflections? What did you learn about yourself or your values? What would you do differently now that you understand the process with the model?

Perception - Share the concept of perception and a specific example of a story when you got it wrong—put some information in a completely wrong "cubby hole". Explain the ladder of influence (remember you can't teach what you don't know) and what "a-ha's" you had as you thought about your own example. Do you see any patterns in when you go up the ladder too fast?

Johari Window* - Invite each person to reflect on their experience with you. Have they seen you go up the ladder or have they gone up it themselves in their perception of you? Be open and focus on listening during the conversation. Based on their feedback, is there a perception you might revisit? Is there a story you might change or release? Is there something you would do differently when you think about how you might be showing up to others? Moving forward, is there a way you can incorporate MRI—most respectful interpretation? What can you do to stop from "racing" up the ladder?

Remember your goal is perceptual accuracy—"opening" the Johari window might help give you a more accurate view of yourself. In keeping with the guidance from the previous session, remember to go slow—take time to reflect on the feedback. As you uncover this view of yourself, consider sharing what you have learned or would like to do differently.

*the **Johari Window** concept was presented in **Session 1** of this series. If you missed it or want a review, or if any of your three people are interested in this process, a recording of the previously aired sessions can be found at iicanada.org/videos.

Session 1: <https://iicanada.org/videos/health-wellness/re-ignite-your-purpose-conversations-munira-part-1-self-awareness>