



**LOOKING AT MY BELIEFS:**

# I see others as equal partners in conversations.



To understand how it might look and feel to honor or violate the belief that others should be equal partners in conversations, the following examples of top-down communication and partnership communication are provided. Use this simple scale to help gauge the alignment you currently possess between your beliefs and your behavior (authenticity). The higher total score, the more oriented you are toward partnership communication. The lower total score, the more oriented you are toward top-down communication.

**TOP-DOWN PRACTICES**

**PARTNERSHIP PRACTICES**

It is OK to manipulate others to get what I want.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5 ○ 6 ○ 7 ○ 8 ○ 9 ○ 10

I make sure I treat others as deserving of status.

I want people to “buy-in” to my ideas.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5 ○ 6 ○ 7 ○ 8 ○ 9 ○ 10

I want an outcome everyone embraces even if it’s not my own.

It is of paramount importance that others recognize my expertise.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5 ○ 6 ○ 7 ○ 8 ○ 9 ○ 10

I am more concerned with recognizing others’ expertise than I am about them recognizing mine.

Total Score

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What surprises you? What pleases you? Are you where you would like to be? What would you like to change?

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