



# OPENNESS TO LEARNING SCALE

## HIGH OPENNESS TO LEARNING

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- +10 Implementing (planning actions, requesting support for follow-up).
  - +9 Feeling and showing genuine enthusiasm about the possibilities.
  - +8 Taking full responsibility for the issue, the results that were created.
  - +7 Thinking out loud, making new associations about the issue.
  - +6 Requesting information and examples about the issue.
  - +5 Listening generously (paraphrasing the other person's statements without interjecting your own point of view).
  - +4 Expressing appreciation for the messenger and the message, regardless of delivery.
  - +3 Openly wondering about the issue.
  - +2 Expressing genuine curiosity about the issue.
  - +1 Demonstrating open posture.

### THE KEY TRANSITION MOVE:

Choosing Wondering over Defending;  
Committing to Learning

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- 1 Showing polite interest outwardly while inwardly clinging to your point of view and/or rehearsing rebuttal; feeling bored.
  - 2 Explaining how the person has misperceived the situation.
  - 3 Interpreting what the person is saying as an attack.
  - 4 Justifying why you're the way you are or acted the way you did.
  - 5 Going silent, cryptic with answers, or getting edgy, snappy or frustrated (feeling "put-upon").
  - 6 Finding fault with the way the message is being delivered.
  - 7 Righteous indignation; demanding evidence in a hostile manner.
  - 8 Blaming someone else or something else.
  - 9 Attacking or threatening the messenger, verbally or otherwise.
  - 10 Creating uproar or making an abrupt departure.

## LOW OPENNESS TO LEARNING