

## Fundamentals of Supervision

Virtual Session 7




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## What did you say?



"I think you stole the money."


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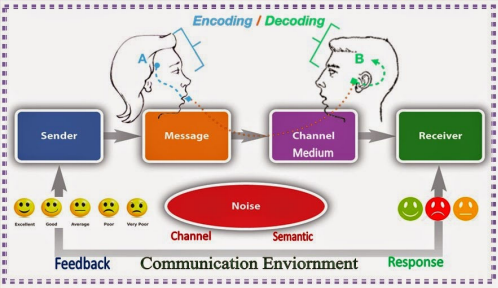
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## Back to the Basics




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### Questions



Open – Ended	Closed – Ended
• Who	• Do
• What	• Are
• When	• Is
• Where	• Will
• How	• Can
• Why	• Should
	• Would
	• Could

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### Ladder of Inference



I take ACTIONS based on my beliefs

I adopt BELIEFS about people and the world

I draw CONCLUSIONS based on the story in my head

I make ASSUMPTIONS

I add MEANINGS (cultural and personal)

I select "data" from what I observe

OBSERVABLE "DATA" AND EXPERIENCES  
(as a videotape recorder might capture it)

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### Checking Inferences

1. Recognize that you are operating off an opinion and attributing motives or labels to the other's behavior.
2. Are you describing the issue/person with adjectives or facts?  
Play by Play Announcer = Facts; Color Commentary = Opinion
3. Specifically describe the behavior/comment that has led you to make the inference. Share the inference at the lowest level and ask for the other person's perspective.

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