

# Openness to Discovery Scale

Use this self-evaluation scale to locate yourself in any interaction or relationship.

- **+5 Claiming full responsibility for issues, problems, results**  
"I take full responsibility for missing the grant deadline. I'll take steps to determine our options and report back to you by end of the day."
- **+4 Appreciating feedback regardless of how it was delivered**  
"Thanks for telling me I forgot our meeting today. I felt scared when you raised your voice, but I would like to improve in keeping agreements."
- **+3 Listening generously**  
Summarizing the other person's statements without interjecting your point of view.
- **+2 Expressing genuine wonder and curiosity**  
"Hmmm... I wonder what I can learn from this."
- **+1 Open, relaxed posture**  
Stand or sit quietly, arms uncrossed, soft eyes.

## Shift

### Choose wondering over defending

Take a deep breath, let go of your defensive posture, make a sincere choice to wonder.

### Make a commitment to learning

Commit to learning from every interaction.

- **-1 Showing polite interest outwardly while inwardly defending**  
"Yes, I hear you" (I hear you, but you are dead wrong!)
- **-2 Going silent, stonewalling, getting edgy, snapping**  
Say nothing while clenching your jaw, or deliver a sarcastic retort.
- **-3 Righteous indignation**  
"I had nothing to do with missing the deadline! I always get my work done on time!"
- **-4 Blaming, attacking, threatening**  
"It's YOUR fault this project failed!"
- **-5 Creating uproar or making an abrupt departure**  
"I'm out of here!!"



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# Questions to Move From Defended to Curious

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I wonder what I'm meant to be learning?

I wonder what I really want?

How might I let go of any of my defensive postures that inhibit rapid learning?

I wonder how I helped create this situation?

I wonder how this situation is perfect just as it is?

I wonder how I might create more of what I want?

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Based on work developed by [hendricks.com](http://hendricks.com)