

**Why We Jump to Conclusions and How to Avoid It**

Participant Worksheet

Conflict Resolution Day 2017

***Scenario 1 Project Paranoia:*** You attend a team meeting where your manager asks you to take the lead on a project. Over the next two days your manager then proceeds to check in on you three separate times offering suggestions on the project. The last time you took on a project your manager checked in repeatedly the entire time and ended up completing half of the project. He tells you you’re doing a great job, then suggests a bunch of changes.

**Exercise #1**

**After hearing the scenario…**

1. *How does this make you feel?*
2. *What thoughts do you have about the other person?*

Response:

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**Exercise #2 (Individual Reflection)**

1. **What is the observable data (what would a video camera capture)?**

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1. **What is the select data I chose to focus on?**

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1. **What assumptions am I making?**

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1. **What conclusion(s) did I come to?**

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1. **What is my adjusted belief?**

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1. **What action did I take?**

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1. **BONUS: What are the pitfalls of jumping to a conclusion?**

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**Exercise #3 (Ask your partner the following questions) and Switch**

1. **What else could be going on?**

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1. **What data did I select?**

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1. **What data did I ignore/avoid?**

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1. **Seek contrary data (even if you have to make it up). What else might be going on that I didn’t see at all?**

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**Exercise #4**

**After learning the information today, one thing I will do differently to incorporate my learning is…**

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