

The Openness to Discovery Scale

How **OPEN**
or **Closed**
are You to
Discovery?



+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 and 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 for content (reflecting w/o interjecting your point of view)
+4	Expressing appreciation for the message and messenger regardless of delivery
+3	Openly wondering about the issue
+2	Expressing genuine curiosity about the issue
+1	Demonstrating open posture



One
Way
Up

Three
Ways
Down

Villain

Victim

Hero

Villain		Victim		Hero
Showing polite interest outwardly, inwardly clinging to your POV, rehearsing rebuttal	-1	Shrugging or slumping of shoulders; upturned palms	-1	Looking for someone who needs help or a mess that needs to be prevented or cleaned up
Explaining how the person has misperceived the situation	-2	Explaining how hard and bad things are and how overwhelmed you've been	-2	Seeing how someone isn't fully capable and might get stuck or how it is hard for them
Interpreting what the person is saying as an attack	-3	Experiencing being pummeled and attacked	-3	Encouraging someone to see how things are all going to be okay or calming them down
Justifying the way you are or acted the way you did	-4	Sighing while you describe how hopeless your situation is	-4	Readying to take unrequested action to help, including to ask someone if they want help
Going silent, getting edgy, snappy or frustrated	-5	Getting spacy, dizzy, and confused or stiff and tight	-5	Stepping back, letting others go first, and staying out of the limelight so others can shine
Finding fault with the way the message was delivered	-6	Remembering other times the person has done this to you	-6	Worrying about what others will do on their own when you're gone
Righteous indignation, demanding evidence in a hostile manner	-7	Expressing shock and dismay at how inconsiderate the other person is being	-7	Giving unsolicited help and assistance, making suggestions, giving tosses, and advice
Blaming someone or something else	-8	Explaining how this is not your fault	-8	Noticing you're doing a lot and taking on more
Attacking or threatening the messenger, verbally or otherwise	-9	Turning away, covering your eyes, moving back or collapsing	-9	Believing it all depends on you, knowing how lucky they are that you're here
Creating uproar, making an abrupt departure	-10	Whining loudly that it's so unfair and wishing it would all go away	-10	Charging in to rescue the entire situation, clean up the mess, and save the world