



Effective listening is a key differentiator for many in positions of influence and is often overlooked as a leadership tool.

We view listening in terms of knowing the barriers that get in our way of good decision-making and connecting with others in powerful ways. A whole person approach to listening gets results because you increase focus and reduce distractions. You are able to prioritize effectively because you know what matters.

In contrast, a leader who listens in an unconscious way reacts rather than responds and lacks investment in others. This type of listening leads to all sorts of challenges. By reducing the internal “noise” the connection with others increases.

The Olistica Listening Survey provides insight into how well you listen and how you can shift your mindset with laser focus. Take a few moments to complete the survey and let us know how we can support your leader journey.

Lead well, be well and thrive.

Steve Romano, PhD
Managing Director

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Listening Survey

Please rate each of the following statements using the scale provided. Check the box that best describes your opinion of what is generally true for you.

Statement	Never or very rarely true	Rarely true	Sometimes true	Often true	Very often or always true
1. I pay attention to the other person when listening					
2. I judge my thoughts when I listen					
3. I consciously take deep breaths when I listen					
4. I can explain my listening tendencies to others					
5. I feel relaxed when I listen					
6. I accept others positions when I disagree					
7. I let go of ideas I disagree with when listening					
8. I slow my breath down when I listen to others					
9. I accept what others say without judgment					
10. I am able to build on others ideas when listening					
11. I notice my breath when I listen					
12. I listen well under pressure					
13. I am able to modify my breath when listening to others					
14. I try not to allow my thoughts to randomly shift to topics when listening to others					

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Scoring and Reflection Questions

When you are finished, add the scores for a total number and divide by 14. The higher the average the stronger your listening skills. Below is a specific key for how each type of statement relates to 7-dimensions of whole-person listening. Afterwards, select one to two areas that you want to focus on and put a plan together. Share with colleagues or mentors for encouragement and accountability.

Observing – statements 1, 12

*Key question: **where is your attention?*** Listen and be present to the situation of observing and interacting with others. What is happening as if you were watching yourself in a movie?

Suspending judgment (noticing) – statements 4, 14

*Key question: **what am I noticing in terms of my evaluation of self and others?*** Notice what you find yourself attached to (i.e., ideas, outcomes) while listening. How frequent am I making evaluations?

Suspending judgement (accepting) – 6, 9

*Key question: **what am I seeing?*** Notice when judgments are made and accept that you made them, without being hard on yourself or trying to change things or the outcome.

Suspending judgment (letting go) – 2, 7

*Key question: **what am I holding onto?*** Holding tightly to outcomes comes in many forms including being defensive or an unwillingness to allow yourself to see things differently. Try to let this go.

Noticing – 5, 10

*Key question: **what is the connection between constricting my breath and leading?*** Being aware of obstructions that hinder yourself will allow you lead more freely and engage your energy and flow.

Breath awareness – 8, 11

*Key question: **what is the nature of my breath?*** Awareness is the foundation for quality listening. By noticing your breath-state you make connections with emotion and learn to lead in new ways.

Breath coordination – 3, 13

*Key question: **what is the connection between breath and its quality?*** Breath is a four-part movement of inhalation, pause, exhalation, and pause; bring yourself back during moments of stress.

Areas I am satisfied with and want to maximize	Areas that need further attention and practice
1.	1.
2.	2.

Key actions or practices to apply	Priority
1.	
2.	

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