

Moving up the Meter: Above 50, the Conversation Shifts

BELOW 50—WASTE	ABOVE 50—VALUE
<p>Protect and justify</p> <ul style="list-style-type: none">• Already know, do, have	<p>Listen to learn</p> <ul style="list-style-type: none">• Poise: true to purpose
<p>Fear & domination</p> <ul style="list-style-type: none">• Fight, Flee, Freeze, Appease	<p>Fact-based, purpose-driven</p>
<p>Resistance → convince</p> <ul style="list-style-type: none">• How can I prove them wrong?	<p>Resistance → research</p> <ul style="list-style-type: none">• What is important to them?
<p>Irrational judgment</p> <ul style="list-style-type: none">• My reaction = the truth about you	<p>Intelligent judgment</p> <ul style="list-style-type: none">• Hold lightly, research, and compare
<p>Listen at the speed of opinion</p>	<p>Listen at the speed of comprehension</p>

The bioreactive amygdala dominates

Activating the cortex enables connection and presence

To move up the meter, the fundamental shift is in listening.

BELOW 50: I'm listening to justify, validate, and protect what I already know. It is more important to me that I convince you of the rightness of my position than that I discover something new.

ABOVE 50: The test for listening becomes learning. I become fact-based, and committed to a shared purpose rather than to "winning the point."

When I discover resistance, I do research to uncover new facts or better understand different positions.

I hold my own facts and opinions lightly and compare them with what others know and believe.