



Session 20

Head-Talk

Introductory Course

Version II Session 20

HEAD-TALK

Each aspect of your head-talk seems very real to you, although you act as spokesman. That is, the world sees only you, although you are always under the direction of (or under the influence of) one of those aspects. As each of the parts of your thought processes becomes active and influences you throughout your day, your attitude, facial expression, voice tonality and inflection, as well as body language change as your “head talk” changes. You reflect the attitude of that active part and the job he performs in your life.

However, as we said at the beginning, overall each of us takes on a certain ratio of one influence over another like we were a mixture of paint colors. And, as we go through life we develop a unique, one-of-a-kind mix when all these components of our thought processes blend together to create a color, or hue, that is distinctly us.

Let’s pause here a moment and have some fun with an exercise. Typically, the part of your thought processes that is the most active at any one time dictates how you respond to situations, how you speak, the words and voice inflection you use, as well as your body language and the expression on your face – your demeanor. With that in mind, take a few minutes to read the following statements and choose the number that

describes, generally, how often or how much each describes your outward bearing, or your demeanor – how you might typically respond.

Although every scenario has its different nuances and it might seem difficult to find an exact fit, there is no right or wrong to this exercise and we would like you to just pick out the number that comes closest to describing how often and how strongly each statement describes you. Use the numbers as they are listed below to grade the extent each statement fits you.

0	Never: That never describes you.
1	Seldom: That rarely describes you (maybe once or twice a year).
2	Occasionally: That describes you often enough for it to be noticeable to those around you (semi-monthly or maybe once on each project).
3	Regularly: That describes you quite a bit (a 50-50 chance).
4	Often: That describes your preferred way of doing.
5	Always: That describes the way that people have come to expect you to act.

After choosing the number that seems to be the best fit for you, place it in the box to the left of the statement. Later, you can transfer your choices to a graph that follows to learn more about which of your parts is directing you more often in your head.

- __ 1. I'm the first person people call when they need something.
- __ 2. I don't do well with incompetent people.
- __ 3. People describe me as a fun loving and easygoing person.

- __ 4. I like to see different points of view before I make decisions.
- __ 5. When others don't perform up to standards, I correct them on the spot.
- __ 6. I feel guilty when I don't do what I should do.
- __ 7. I seem to always be able to make time to help someone out.
- __ 8. When I'm sad, I cry.
- __ 9. I have a duty to honor my commitments.
- __10. I want all the facts I can get before I make a decision.
- __11. I don't like to try new things.
- __12. If someone I know were down on his luck, he could come and stay with me.
- __13. I say, "Rules are rules".
- __14. I'd usually rather watch than participate.
- __15. My comments and observations make people think.
- __16. I like to go with my impulse.
- __17. I expect others to do what I say.
- __18. I've loaned a lot of small sums to people over the years.
- __19. I don't get swept up by other people's emotional judgments, hysteria or alarm.
- __20. I try to live up to the standards that have been set for me.
- __21. People have fun when they are around me.
- __22. Fear keeps me from doing things I really want to do.
- __23. I don't mind giving direct orders to someone.
- __24. I like to create new things.
- __25. I always give people a second chance.
- __26. I am spontaneous.

- __27. People rely on me to be objective.
- __28. When I buy something that's not as advertised, I take it right back to the store.
- __29. If I see someone falling behind, I'll stay and help them catch up.
- __30. I feel uneasy when things don't go the way I planned.
- __31. I don't like to do the same old things.
- __32. I don't lose my head when things go wrong.
- __33. I recognize when people need help even before they ask.
- __34. I don't like to speak up at meetings.
- __35. I say, "Either lead, or get out of the way".
- __36. My word is my bond.
- __37. I like to meet new people.
- __38. In a group, I am the voice of reason.
- __39. I am known as someone who likes to have fun.
- __40. I get data before I take action.
- __41. When others are struggling, I give encouragement.
- __42. I like to train people.
- __43. People don't seem to listen to me.
- __44. I can make business decisions with little or no emotion.
- __45. I'm easily embarrassed.
- __46. I'm good at setting people straight when they aren't doing their job properly.
- __47. I'd like to go to a new place every year for vacation.
- __48. I feel uncomfortable around new people.
- __49. I remain calm in a crisis.
- __50. I enjoy helping others.

SCORING

You were asked to indicate how often and how strongly each of a series of 50 statements describes you by placing a number value in an area to the left of each statement. The exercise is designed to give you an indication of which one of your five parts of your thinking processes is influencing you the most in your life. This should also show how strongly each particular part affects your personality or demeanor at any one time, as well as which those around you expect to encounter the most when interacting with you.

Scoring: Now, you can tally up the numbers you chose for each statement of the exercise in the corresponding gray-colored box in the table below, then total each column to give you the information about yourself.

Statement	NC	AC	NP	SP	A
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
13					
14					

15					■
16	■				
17				■	
18			■		
19					■
20		■			
21	■				
22		■			
23				■	
24	■				
25			■		
26	■				
27					■
28				■	
29			■		
30		■			
31	■				
32					■
33			■		
34		■			
35				■	
36				■	
37	■				
38					■
39	■				
40					■
41			■		
42			■		
43		■			
44					■
45		■			
46				■	

47					
48					
49					
50					
Totals					
	NC	AC	NP	SP	A

Your totals for each of these columns can range from 0 to 50. A score of zero “0” in any one column indicates that this part of you is never seen or heard in your day-to-day dealings. The larger your score in one column, the more often that part of you is active in your head. Here’s what your column totals might be telling you:

0	This valuable part of your thinking processes is never heard
1-5	This part has very weak input
6-15	This part contributes, but is probably overpowered by other members.
16-34	This part seems to get his point across but should be working with others
35-50	This part might be inclined to become a Dictator at times.

When dealing with any Board of Directors or committee, to fully utilize the talents and assets of each individual member in a decision-making process, each member needs to share the “floor” so all input can be gathered and all points of view can be represented in the data that is gathered. The same is definitely true with your own committee in your head – your head-talk.

If your scores show an imbalance in the ratio of part of your thinking processes to others, it might benefit you to diligently practice listening to the

part represented by the low scores since it takes input from all of them to get the big picture of what you are actually thinking and why. You might also find it necessary to monitor some of your louder, more active parts to ensure that the others are heard.

No matter how much work it takes to finally be able to hear them all, you will find it is worth it – because if you listen, you might tell you something.

“The end result is that I have tools available at my disposal to understand the true meaning of my actions, and others. It is clear to me that this growth is only the beginning, and that there is much I will learn in the future using the concepts [this method] has helped me to learn.”

Richard Gray, Project Superintendent, ARCO Design/Build

“I am excited by the fact that I can build on what I have learned to continue to change and grow.”

Daniel Donnelly, President & CEO, Alltype Fire Protection Company¹

¹ Testimonial courtesy of Steve Connor