

From all of life experiences, we have each developed a **Frame of Reference**. It becomes a grid, a filter through which we perceive all new experiences. It governs our speaking and our interpretation of what we hear. Our frame of reference is not right or wrong, it just is. Unfortunately, though, we think everyone else should be like us and we expect them to respond like we would. The goal is to understand our own frame of reference *and* that of the people with whom we communicate. We will be more sensitive to the other person when talking, but also adjust our interpretation of their words when we listen to them.

DIRECT

INDIRECT

To a person who is indirect, a direct person comes across as rude or harsh, whereas an indirect person is very frustrating to the direct person. "Why don't they just say what they mean," they cry!

OPEN

PRIVATE

An open person comes across as prying to a private person, whereas the private person can come across as "stuck-up" to open person, or "what are they hiding?"

OPEN HOUSE

PRIVATE HOUSE

"Sure! Drop in any time" is how the open house person thinks, whereas the private house person thinks, "How rude for you to drop in. You should have at least called to let me know!"

OWNERSHIP

SHARING

It's mine!

It's ours!

PERFECTIONIST

"IT WORKS"

The perfectionist is frustrating to the other person. Things never get done because nothing can be done perfectly. The perfectionist thinks the "it works" person doesn't care about sloppy work.

WORKAHOLIC

ENJOY LEISURE TIME

The workaholic comes across as unbalanced, only caring about work to the leisure person. The enjoy leisure time person comes across as lazy, not whole-hearted about his work.

PLANNER

SPONTANEOUS

Lists! And more lists!

Let's go!

NEEDS MORE ALONE TIME

MORE SOCIAL

When the music stops. Ah, such relief!

When and where is the next party? Let's go!

MORNING PERSON

NIGHT PERSON

Rise and shine!

Life begins at noon, maybe!

EXPECT BEST

FEAR WORST

Glass half full!

Glass half empty!

PERFECTIONIST _ _ _ _ _	"IT WORKS"
WORKAHOLIC _ _ _ _ _	ENJOY LEISURE TIME
PLANNER _ _ _ _ _	SPONTANEOUS
LINEAR _ _ _ _ _	CONCEPTUAL
ALONE TIME _ _ _ _ _	SOCIAL
MORNING PERSON _ _ _ _ _	NIGHT PERSON
EXPECT BEST _ _ _ _ _	FEAR WORST
EAT TO LIVE _ _ _ _ _	LIVE TO EAT
HEALTH/FITNESS _ _ _ _ _	NOT A THOUGHT
PRODUCTION _ _ _ _ _	PEOPLE
PROCRASTINATOR _ _ _ _ _	TODAY!
FLEXIBLE _ _ _ _ _	RIGID
SECURE _ _ _ _ _	INSECURE
COMPETITIVE _ _ _ _ _	NON-COMPETITIVE
NEW _ _ _ _ _	ROUTINE