# The Listening Ladder — Pre / Post Answer Sheet

*Answer twice: once before the activity (about your own week), once after the debrief (about this session). Circle one number per row.*

Report pair-level deltas only. Never rank individuals — the exercise measures how a pair moves up the listening ladder together, not who listens better alone. · scoring: sum · range [5, 25]

## PRE — about my own last week

| # / Statement | never 1 | rarely 2 | sometimes 3 | often 4 | always 5 |
|---|---|---|---|---|---|
| 1 · Before I answer someone, I restate what I heard them say. | 1 | 2 | 3 | 4 | 5 |
| 2 · I name the feeling under what a colleague says, not only the facts. | 1 | 2 | 3 | 4 | 5 |
| 3 · I ask what is left unsaid before I assume I have the whole picture. | 1 | 2 | 3 | 4 | 5 |
| 4 · When someone describes a problem, I quickly relate it back to my own experience. (reverse) | 1 | 2 | 3 | 4 | 5 |
| 5 · When I realise I misheard, I go back and re-listen rather than plough on. | 1 | 2 | 3 | 4 | 5 |

## POST — about the session we just ran

| # / Statement | never 1 | rarely 2 | sometimes 3 | often 4 | always 5 |
|---|---|---|---|---|---|
| 1 · In rounds B and C, we restated before we replied. | 1 | 2 | 3 | 4 | 5 |
| 2 · In round B we named the feeling, not only the facts. | 1 | 2 | 3 | 4 | 5 |
| 3 · In round C we asked what was left unsaid before assuming. | 1 | 2 | 3 | 4 | 5 |
| 4 · In round C we kept the focus off our own story and on theirs. (reverse) | 1 | 2 | 3 | 4 | 5 |
| 5 · When a validator card said 'not yet', we re-listened before moving on. | 1 | 2 | 3 | 4 | 5 |