

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