

# Polarity Thinking® Map for Communication Effectiveness

**I am heard and valued.**

Greater Purpose Statement (GPS): Why leverage this polarity?

Values = Positive results of focus on the left pole

My top three communication strengths are:

- 1.
- 2.
- 3.

Values = Positive results of focus on the right pole

The top three communication strengths my workplace looks for are:

- 1.
- 2.
- 3.



My Communication Strengths and My Workplace's Communication Needs

My communication effectiveness suffers when:

- 1.
- 2.
- 3.

Fears = Negative results of overfocus on the left pole to the neglect of the right pole

Communication in my workplace suffers when:

- 1.
- 2.
- 3.

Fears = Negative results of overfocus on the right pole to the neglect of the left pole

**I am not taken seriously.**

Deeper fear from lack of optimization

## Action Steps

How will we gain or maintain the positive results from focusing on this left pole? What? Who? By when? Measures?

To use my strengths more, I will:

## Action Steps

How will we gain or maintain the positive results from focusing on this right pole? What? Who? By when? Measures?

To communicate more effectively at work, I will:

## Early Warnings

Measurable indicators (things you can count) that will let you know that you are getting into the downside of this left pole.

What I might notice that would prompt me to shift how I communicate:

## Early Warnings

Measurable indicators (things you can count) that will let you know that you are getting into the downside of this right pole.

What I might notice that would prompt me to influence workplace communication: