|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **D=Desirable and A=Actual When both are equal, write both one under the other in the appropriate square**  *The MINDSET / Gottesdiener 2019 questionnaire is based on the approach that creates a better quality of life at work:*  **Roger Schwarz (2017) The Skilled Facilitator, Josey-Bass, New Jersey** | | | | | | |
| **Please mark under the relevant column the correctness of the sentence regarding you within the process of advising/ guiding a group/ managing an organization where 5 represents "most correct" and 1 represents "not correct at all"** | | **5** | **4** | **3** | **2** | **1** |
|  | **When dealing with a problem:** |  |  |  |  |  |
| **1** | **I have clear goals and establish a strong managing position to advance the goals** |  |  |  |  |  |
| **2** | **I am trying to win not to lose** |  |  |  |  |  |
| **3** | **I am very reluctant to express negative feelings** |  |  |  |  |  |
| **4** | **I emphasize logic and order** |  |  |  |  |  |
| **5** | **I am convinced that I understand the situation correctly and anyone who sees differently is wrong** |  |  |  |  |  |
| **6** | **I sense that I am right and anyone who disagrees with me does not understand well** |  |  |  |  |  |
| **7** | **I feel that my references are ethical and that others are sometimes unfair** |  |  |  |  |  |
| **8** | **I think that when I feel anger or disappointment it is justified** |  |  |  |  |  |
| **9** | **When there is a problem I don't think at all that I could be causing it in any way** |  |  |  |  |  |
| **10** | **I am concentrated on convincing the correctness of my position** |  |  |  |  |  |
| **11** | **I do not share what I think or really feel** |  |  |  |  |  |
| **12** | **I don't ask the others questions about their thinking processes** |  |  |  |  |  |
| **13** | **I tend to cut corners** |  |  |  |  |  |
| **14** | **I am concerned about my dignity.** |  |  |  |  |  |
| **15** | **I cause many of misunderstandings** |  |  |  |  |  |
| **16** | **I cause non-promotional conflicts** |  |  |  |  |  |
| **17** | **I cause distrust** |  |  |  |  |  |
| **18** | **I create self-fulfilling negative prophecies** |  |  |  |  |  |
| **19** | **I create a limited conditions for learning** |  |  |  |  |  |
| **20** | **I create ineffectiveness** |  |  |  |  |  |
| **21** | **I create inefficiency (waste of resources)** |  |  |  |  |  |
| **22** | **I create low quality level of work** |  |  |  |  |  |
|  | | | | | | |
| **Please mark under the relevant column the correctness of the sentence regarding you within the process of advising/ guiding a group/ managing an organization where 5 represents "most correct" and 1 represents "not correct at all"** | | **5** | **4** | **3** | **2** | **1** |
|  | **When dealing with a problem:** |  |  |  |  |  |
| **23** | **I ensure that all important information is available and reliable** |  |  |  |  |  |
| **24** | **I make sure the other side has a free access to vital information** |  |  |  |  |  |
| **25** | **I feel genuine caring and involvement in the situation** |  |  |  |  |  |
| **26** | **I am very considerate of the other side's feelings and look to encourage** |  |  |  |  |  |
| **27** | **I assume that each side has important and correct knowledge even if the approaches are different** |  |  |  |  |  |
| **28** | **I assume that anyone can notice things that others are unaware of** |  |  |  |  |  |
| **29** | **I see in the difference of the approaches an opportunity to learn** |  |  |  |  |  |
| **30** | **I assume that in most situations people try to behave honestly and fairly** |  |  |  |  |  |
| **31** | **I invest to check the value of assumptions and opinions** |  |  |  |  |  |
| **32** | **I make sure that every important information is reliable** |  |  |  |  |  |
| **33** | **I openly share all important and relevant information that I hold** |  |  |  |  |  |
| **34** | **I give practical examples to illustrate my understanding and opinions** |  |  |  |  |  |
| **35** | **I ensure that important concepts are defined and explained to all relevant people to ensure quality communication** |  |  |  |  |  |
| **36** | **I explain my thinking process and my intentions with openness** |  |  |  |  |  |
| **37** | **I focus on interests rather than positions** |  |  |  |  |  |
| **38** | **I combine an attempt to convince with an inquisitive openness** |  |  |  |  |  |
| **39** | **I Collaborate with the other party in planning the process for handling the situation** |  |  |  |  |  |
| **40** | **I am willing to openly discuss very difficult issues** |  |  |  |  |  |
| **41** | **I create mutual understanding to a lesser extent of misunderstandings** |  |  |  |  |  |
| **42** | **I create few non-constructive conflicts** |  |  |  |  |  |
| **43** | **I create a small number of defensive processes** |  |  |  |  |  |
| **44** | **I create a high level of trust** |  |  |  |  |  |
| **45** | **I create a minority of cases of anticipated negative phenomena** |  |  |  |  |  |
| **46** | **I create increased quality and amount of learning** |  |  |  |  |  |
| **47** | **I create an increased level of effectiveness** |  |  |  |  |  |
| **48** | **I create an increased level of efficiency** |  |  |  |  |  |
| **49** | **I create an increased quality of life at work** |  |  |  |  |  |