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!

EAT TO LIVE LIVE TO EAT That's enough! LIVE TO EAT Seconds, please!

HEALTH/FITNESS NOT A THOUGHT

Beauty and brawn! God likes me the way I am!

PRODUCTION PEOPLE

We've got a job to do! Let's get to know each other before work.

PROCRASTINATOR TODAY!

The deadline isn't until next Friday! Let's get it out of the way...now!

FLEXIBLE RIGID

Let's try something new! This is the ways it has always been done!

SECURE INSECURE

The secure person takes all of life in stride. The insecure person sees everything as a negative reflection on himself.

COMPETITIVE NON-COMPETITIVE Anything you can do; I will do better! I don't care who won!

NEW ROUTINE

Likes different ideas; adventurous! Likes things the same; new is unsettling.

## FRAME OF REFERENCE

WORKSHEET

Out of each individual's background—every verbal and non-verbal stimulus—comes the material to give one his *Frame of Reference*. This template, then, becomes the filter through which every new experience is perceived. Listed here are some perspectives that govern actions, born out of one's life experiences. A person tends to be at one extreme of the comparisons or the other. To achieve a more valid profile, take your time to slowly identify yourself on the continuum. Then, have a close friend (spouse) place you on the line without seeing where you placed yourself. Harmony in relationships is found when we understand where we're "coming from" and what our co-worker's frame of reference is—and act accordingly.

DIRECT	 INDIRECT
OPEN	 PRIVATE
OPEN HOUSE	 PRIVATE HOUSE
OWNERSHIP	 SHARING

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