**Conflict 1: InSight Mapping Worksheet**

Review the statements from the script provided under the *statement* category below. Then identify how each statement might be *mapped* undereach dimension of the EQ Profile. Once you’ve mapped each statement, total each column at the bottom of the page to help you see which way the coachee tends to lean.

|  |  |  |  |
| --- | --- | --- | --- |
| **Self**  - Does the statement suggest they:   * Are focusing on what they want, think, feel * Are taking responsibility | | **Other -** Does the statement suggest they:   * Are focusing on what others want, think, feel * Are wanting to please/attend to others * Are judging/blaming others | |
| **Positive -** Does the statement suggest they:   * See the possibility in the situation | | **Negative -** Does the statement suggest they:   * See the risk in the situation | |
| **Thought -** Does the statement express a thought about themselves, the other or the situation. | **Want -** Does the statement express a want for the Self or Other | | **Feeling-** Does the statement express a feeling about the Self or the Other |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| *Statement* | *Se.* | *Oth.* | *Pos* | *Neg* | *Thou* | *Want* | *Feel* |
| *Example: Someone needs to explain why now all of a sudden I have performance issues.* |  | **X** |  | **X** |  | **X** |  |
| *Example: I told the group we were there to discuss the toxic management style of my old boss.* |  | **X** |  | **X** |  | *X* |  |
| My current boss said that he would investigate the situation and would ensure that I felt healthy enough to return to work and work in an environment where I wasn’t belittled or demeaned. |  |  |  |  |  |  |  |
| When I left the meeting I felt a bit more positive. |  |  |  |  |  |  |  |
| By the end of September I still had not heard anything. |  |  |  |  |  |  |  |
| I was really frustrated about this. |  |  |  |  |  |  |  |
| I simply couldn’t understand why I wasn’t being told who my new supervisor would be. |  |  |  |  |  |  |  |
| My union rep replied that I could transfer to a lower paying job to move away from this toxic relationship. |  |  |  |  |  |  |  |
| I said “ya” because I was good at that other work, but knowing that this is not what I really wanted. |  |  |  |  |  |  |  |
| I am crushed, and now scared, |  |  |  |  |  |  |  |
| that I’m looking at a job change. |  |  |  |  |  |  |  |
| I was good at my job and I have worked so hard for this promotion. |  |  |  |  |  |  |  |
| My only option is to talk to a bully or throw it all away and return to my old job. |  |  |  |  |  |  |  |
| ***Orientation Totals:*** |  |  |  |  |  |  |  |