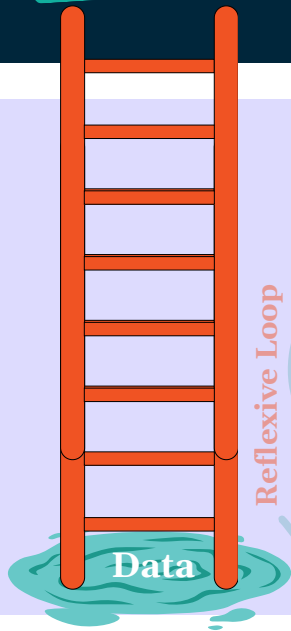


# The Ladder of Inference

Leadership through understanding.



## The Ladder of Inference



<b>Actions</b>	Actions are taken based on prior beliefs and conclusions
<b>Beliefs</b>	Conclusions are drawn based on interpreted facts and prior experiences
<b>Conclusions</b>	Conclusions are drawn based on prior beliefs
<b>Assumptions</b>	Assumptions are made based on the personal meaning of observations
<b>Meanings</b>	Facts are interpreted and given a personal meaning
<b>Selecting</b>	Facts are selected based on convictions and prior experiences
<b>Observations</b>	Information is observed from the real world



### Helpful Tips

- Notice your conclusions as conclusions based on inferences, not as self-evident facts.
- Assume your reasoning process could have gaps or errors that you do not see.
- Challenge your assumptions:  
*What data are you basing your thinking on?*  
*What was your chain of reasoning?*

### 3 Ways to Improve Communication:

- 1 **Reflection:** You can become more aware of your own thinking and reasoning.
- 2 **Advocacy:** You can make sure that others are understanding your thinking and reasoning.
- 3 **Inquiry:** You can ask questions of others about what they are thinking, and test your assumptions.

### Coach Yourself Questions How can you be aware of your self-orientation?

What assumptions might you be making about a situation?

What else could be going on?

