

JOHN BATES

Craft your story, and develop your voice.

John Bates' mission is to bring out what is awesome inside you, so it can live in the world and make a real difference. He designs his programs using principles derived from neurobiology so your communication is as mighty as your ideas.

3 Levels of Leadership Listening

Key Takeaways

Pro-tip: This is a direct route to "active" listening. When you practice listening like this you will also be practicing being present.



Of all the leadership practices and tools in which I've been trained, this is *absolutely* one of the most powerful tools of all. I think this is the last thing I would ever give back. It provides you with an absolutely amazing, almost Jedi-like ability. It makes the world around you far more malleable. And, other people become much more interesting.



I call it the 3 Levels of Leadership Listening.

To participate, I will ask you to tell me, or your Action Partner, something short that has happened to you recently and which had meaning for you. Short is essential - distill it into 1-3 sentences maximum. It doesn't have to be a big deal. It can be something small - just be sure it has some emotional content and meaning for you.

Then, we will delve into the 3 levels of Leadership Listening.

Level 1 - Parrot it Back

You will be listening to the speaker's story so you can parrot back exactly what you heard, word for word. This is why it's important to keep what you share short. If the speaker's story is long, you can ask them to repeat it, but more succinctly... This is not a memory test. :)

Level 2 - Describe the Emotional Context

Describe the emotional milieu, or atmosphere, underneath what they said. Identify the primary emotion and undercurrents of the story. Perhaps there might be conflicting emotions that you can identify.

Level 3 - Identify Their Commitment

Finally, identify the speaker's deeper commitment. Why did they say what they said and feel what they felt? This is your opportunity to be creative, insightful and generous, by identifying and speaking into the commitment of the speaker's highest self. They often won't even know their underlying commitments until they hear you speak them into existence. It's an amazing experience for both you and the speaker. Practicing this ongoing will transform your life as you give people the gift of "being gotten;" really being seen and heard.