

# The Inquiring Mindset™

## Judger Mindset\*

- Reactive and automatic
- Judgmental
- Know-it-already
- Inflexible and “fixed” (close-minded)
- Blame
- Personal perspective only
- Either/or thinking
- Self-righteous
- Doesn't notice or defends assumptions
- Assumes scarcity
- Possibilities seen as limited
- Primary mood: closed and protective

\* We all have both mindsets. We also have the capacity to choose where we operate from in any moment.

## Learner Mindset\*

- Responsive and thoughtful
- Accepting
- Values not-knowing
- Flexible and adaptive (open-minded)
- Responsibility
- Considers others' perspectives
- Both/and thinking
- Inquisitive
- Looks for and questions assumptions
- Assumes sufficiency
- Possibilities seen as unlimited
- Primary mood: open and curious

## Judger Relating\*

- Win-lose relating
- Dismissive and criticizing
- Debate (to win)
- Separate from others/self
- Fears differences
- Feedback considered rejection
- **Listens for:**
  - Right/wrong
  - Agree/disagree
  - Differences
- Seeks to attack or defend (defensive)

\* We all relate from both mindsets. We also have the capacity to choose which mindset to relate with in any moment.

## Learner Relating\*

- Win-win relating
- Discerning and critiquing
- Dialogue (to understand and create)
- Connected with self/others
- Values differences
- Feedback considered worthwhile
- **Listens for:**
  - Facts
  - Understanding
  - Commonalities
- Seeks to understand, resolve, and create

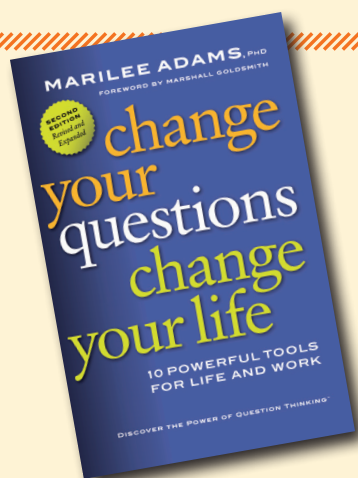
## Judger Questions\*

- What's wrong (with me/others)?
- Whose fault is it?
- How can I prove I'm right?
- Why is that person so stupid and frustrating?
- Haven't we already been there, done that?
- How will this make things worse?
- How can I be in control?
- Why bother?

\* We all ask ourselves both kinds of questions. We also have the capacity to choose, at any moment, which questions will frame our thinking, listening, behaving, and relating.

## Learner Questions\*

- What works (about me/others)?
- What am I responsible for?
- What can I learn?
- What's useful/valuable?
- What is the other person thinking, feeling, and wanting?
- What am I assuming? What are the facts?
- What's the big picture?
- What's the best first step?
- What's possible?



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The Learner/Judger™ mindset material is from *Change Your Questions, Change Your Life*.

## Switching Questions\*

- **Am I in Judger? Is this working?**
- **What assumptions am I making?**
- **Do I like how I'm feeling or what I'm doing?**
- **Will this get me what I really want?**
- **How else can I think about this?**

\* Switching questions are a form of Learner questions. Their job is to help us switch from Judger mindset to Learner mindset.