

**/WHAT IS ASSESSED HERE:
HOW YOU THINK ABOUT AND DEAL
WITH AMBIGUITY AND PARADOXES,
HOW YOU RECOGNIZE DIVERSITY,
FEEL ABOUT IT AND ACT TOWARDS
IT.**

**YOUR SMI RESPONSES INDICATE
THAT** you are a pragmatic person that likes clarity in life.

/YOU FEEL MOST COMFORTABLE when you have clear choices - black and white options - and you find a sense of stability and reassurance in holding onto your values and your worldview. When faced with a new situation, you seek to rapidly frame it within what you have learned is “right” or “wrong.”

This may be useful for avoiding gray areas, but perhaps you also miss out on understanding the complexities of the situation.

**/THINK ABOUT HOW YOU CAN
FURTHER LEVERAGE YOUR
STRENGTHS AND MANAGE SOME
OF THE LIMITATIONS WHICH MAY
BE HOLDING YOU BACK:**

Either-Or choices can be misleading and have us believe there are win-lose solutions that work. But do they really? If the cost is high, do they still work?

What may we be missing that these others are seeing when we find ourselves in a situation where we see it the right way, and others are wrong? How could we all benefit from having a fuller picture?

You are aware that when we start to be inclusive of other people’s perspectives, we may lose sight of what we hold true and right, thus not fully honoring the responsibility we feel to champion these values. This may cause you a certain amount of tension, as you realize that it may be perceived by others as not being very inclusive.

Because much of the world is changing, you may feel compelled to be more understanding with others’ perspectives, but this doesn’t come easy to you, and you may feel frustrated or impatient.

/HOW ABOUT YOU TRY:

Can you think of an event or situation, however minor, where someone with a different opinion was able to step into your shoes? How did it make you feel? How did it impact your attitude and your behavior?

What if we could shape a world that makes room for different perspectives? Where you acknowledge others’ points of view, and yours are also included by others?

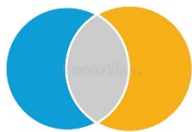
Since we cannot control what others think or do but do have control over our own way of thinking, there may be an interesting path worth exploring here.

**/THOUGHTS TO PONDER WHEN YOU
CONSIDER THE SM:**

It seems that today, more than ever, we are collectively being confronted with paradoxes and ambiguity. Increased transparency and access to information from around the world makes us aware of very different ways of thinking, being and acting with which we may not agree or be comfortable.

Challenging as this may be, there is a benefit to it: We are becoming aware of our own worldviews just by realizing that there are other ways of seeing and feeling. This is an evolutionary insight of great value, the foundation for more peaceful societies. In a way, life is prompting us to expand our understanding and our scope of caring, which go hand in hand.

When we understand something, we can begin caring. This is the start of a better world for all.



Both+and thinking allows us to understand paradoxes and calls for creative solutions that are inclusive of all stakeholders.