

Diagram Collusion

When and With Whom Might You Use This Tool?

Use this tool to build the outward mindset into your conception of your performance and the performance of the members of your team. If you would like, you can utilize this framework in conjunction with the Report Down, Report Up, and Progress Discussion tools.

How to Use It

Identify the parties: Write your name (or your team's name) in the middle of the left-hand box. In the middle of the right-hand box, write the name of a person/group that you get in the box toward.

1. **Quadrant 1:** What things are they doing that bother me when I am in the box—things I wish they would change or quit doing?
2. **Quadrant 2:** When I'm in the box, how do I see them and what they're doing? How do I see myself? What kinds of emotions do I experience?
3. **Quadrant 3:** When I'm seeing and feeling in the ways listed in Quadrant 2, how do I respond or react to this person/group—what kinds of things do I do?
4. **Quadrant 4:** When they are in the box toward me, how do they likely see me and the things I am doing? How might they see themselves? What kinds of emotions might they experience?

(If they are seeing and feeling in the ways listed in Quadrant 4, will they be likely to do less or more of the things listed in Quadrant 1?)

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