

# Openness Defined

<b>Genuinely Open Transparent and Authentic</b>	<b>Personal Information Private or Intimate</b>	<b>Fuzzy Hidden, Difficult to Read</b>
Describe what is real for me, in this moment in the discussion, my wants, thoughts, observations, reactions, feelings	Sharing about your life, how you live, your past history.	Talking only about “the topic.” Talking hypothetically, avoid stating your interpretations, feelings, wants, inferences, and observations.
Being specific, concrete,	Sharing intimate information about yourself or your family.	Talking in general terms, have ritual conversations, changing the topic or focus
Being non-demanding, unapologetic in what I want		Using sarcasm to send mixed signals
Able to name my feelings without acting on them		Expressing your feelings indirectly. Being hijacked by your feelings.
What I say matches how I say it; I walk my talk.		Mismatch between your talk and your actions.
Clear I language I am cold. I would like...		Unclear “It” language It’s cold. We want...
Stating the evidence as information		Stating your conclusions or judgments as facts. I’m just being honest.

Adapted from: Bushe, G. 2001. *Clear Leadership*. Palo Alto, CA: Davies-Black Pub. Johnson, D.W. 1981. *Reaching Out*. Englewood Cliffs, NJ: Prentice-Hall. Miller, S and Miller, P. 1997. *Core Communication: Skills and Processes*, Interpersonal Communications Program, Publisher.