

## *My Listening State*

**Purpose:** Help leaders recognise when listening is constrained by state rather than intent.

**1) When I'm fully present in a conversation, I notice:**

(e.g. steady attention, relaxed body, curiosity)

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**2) When pressure is present, my listening tends to:**

- jump ahead
- prepare responses
- narrow
- feel effortful
- stay mostly the same

**3) Physical signals that tell me my listening is tightening are:**

(e.g. shallow breath, jaw tension, restlessness)

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**4) One situation where listening from coherence would change the outcome is:**

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**5) A sentence I'll remember is:**

“Listening follows state.”

*People feel heard when your system is available — not when your words are perfect.*