

## Immersion to Integration - Building Consensus Model (A-F)

**Table 1: The A-F Model**

A	B	C	D	E	F
Affirming Validating	Transition	Questioning Clarifying	Reasons Experience Evidence	Point Thesis	Release of power

**Table 2: What it sounds like**

A	I hear what you're saying I see your point Your idea is very good I understand what you mean I totally agree with you I agree with most of what you're saying
B	However But And Though
C	Have you considered...? Are you suggesting...? Are you saying that...? Given what you've just said then,... is that correct? Would you say that...?
D	In my experience... From what I've seen... Generally I find that...
E	SO (used to signify summary) I'm not sure I agree I'd tend to disagree... I'd suggest that Might I propose then instead that...
F	I don't know (often to start, and then followed with...) What do the rest of you think? Does that make sense? Does that sound reasonable? But I'm not sure... I could be wrong



**Table 3: Common patterns**

Pattern 1	$A \rightarrow B \rightarrow C \rightarrow D \rightarrow E \rightarrow F$
Pattern 2	$A \rightarrow C \rightarrow E \rightarrow D \rightarrow F$
Pattern 3	$A \rightarrow B \rightarrow E \rightarrow D \rightarrow F$
Pattern 4	$A \rightarrow B \rightarrow D (E \text{ implied}) \rightarrow F$



## Immersion to Integration - The Language of Leadership

### High-Transference Pragmatics Task Workplace Evaluation

Course participant's name:	
Evaluator's name:	

Please listen to my interaction in the meeting and evaluate my use of the **A-F Model** as I have explained it to you. Examples are provided. Check or X your evaluation.

In my interactions, did I...

	A-F Model stage	Inadequate	Developing	Adequate	Not Observed
<b>A</b>	Affirm & validate others' ideas? <i>"I hear what you're saying..."</i> <i>"I see your point..."</i>	<input type="radio"/>	<input type="radio"/>	☺	?
<b>B</b>	Use appropriate transitions? <i>"However..."</i> <i>"Now..."</i>	<input type="radio"/>	<input type="radio"/>	☺	?
<b>C</b>	Question & clarify? <i>"Have you considered...?"</i> <i>"So, are you saying that...?"</i>	<input type="radio"/>	<input type="radio"/>	☺	?
<b>D</b>	Give reasons & evidence to support my ideas? <i>"In my experience..."</i> <i>"Generally I find that..."</i>	<input type="radio"/>	<input type="radio"/>	☺	?
<b>E</b>	Summarize my main point? <i>"So, I'm not sure I agree..."</i> <i>"So, I'd suggest that..."</i>	<input type="radio"/>	<input type="radio"/>	☺	?
<b>F</b>	Transition back to the group discussion appropriately? <i>"I don't know, what do the rest of you think?"</i> <i>"Does that make sense?"</i>	<input type="radio"/>	<input type="radio"/>	☺	?

Any other feedback or comments?

Thank-you very much!