# **Activity Name: The 3-Level Listening Challenge**

**Objective:** To train participants to stop "rehearsing their response" while others are talking and instead listen for three specific layers of information: Content, Emotion, and Intent.

**Materials Needed:**

* Topic Cards (e.g., "Describe a time you felt unfairness at work," "Describe your dream job").
* Stopwatch.

### **Instructions**

**Step 1: The Setup** Divide participants into pairs (Speaker and Listener). The Speaker picks a topic card and speaks for 2 minutes.

**Step 2: The Challenge (Silence)** The Listener is **not allowed to interrupt**. They cannot ask questions or offer advice. They must only listen.

**Step 3: The "Loop Back"** Once the Speaker finishes, the Listener must "loop back" what they heard on three levels before the conversation can continue:

1. **Content:** "What I heard you say was..." (The facts).
2. **Emotion:** "You seemed to feel..." (The feelings, tone, body language).
3. **Intent:** "It sounds like what you really want is..." (The underlying need).

**Step 4: Validation** The Speaker rates the accuracy of the loop back. If the Listener missed the Emotion or Intent, they must try again.

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### **Debrief & Reflection**

*(Participants can answer these questions individually or discuss as a group)*

1. **How difficult was it to stay silent and not prepare your answer while the other person was speaking?** [***] [***]
2. **As the Speaker, how did it feel to have your thoughts and feelings accurately repeated back to you?** [***] [***]