



## SHUVA Test - See, Hear, Understand, Value, Appreciate

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### Overview

Pick a person you want a good relationship with. Do you really SHUVA the person?

Here's a test. Score each item 1-5 (1 is low, 5 is high)

### See

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- Do you meet enough?
- What color are their eyes?
- What are their gifts?
- What is their struggle?

### Hear

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- Do you share airtime?
- Are you careful not to interrupt them?
- Do you write notes when listening to them?
- Do you call on them when they are silent?

### Understand

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- Do you ask clarifying questions?
- Do you confirm that you have understood them by mirroring back what they said in your own words?
- Do you let the person know if you don't "get" them?
- Do you slow the discussion down if the conversation is going too fast?

### Value

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- Do you suspend your judgement?
- Have you asked their advice?
- Do you include them in decisions?
- When they disagree with you do you respect their point of view?

### Appreciate

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- Do you let them know when they have done a good job?
- Do you write thank you notes?
- Have you told them what you admire about them?
- Have you said positive things about them to other people?

**Based on these questions what score do you give yourself (1-5) for "SHUVAing" that person?**

**What might you do to up your SHUVA Score?**

