

Notice. Interpret carefully. Ask better.

Use this short exercise to separate what you can directly observe from what you think it might mean. A behavioural cue is an invitation to become curious - never proof of a person's thoughts, intent or honesty.

FICTIONAL SCENARIO

During a project meeting, Alex says, "That sounds fine," looks away, pauses, and then asks, "When exactly do you need it?"

1. Observable detail

Write only what a camera or microphone could capture. Avoid labels such as nervous, defensive or dishonest.

2. Possible interpretations

List at least two possibilities. Include a neutral explanation so that your first assumption does not become your conclusion.

3. A curious question

Write an open, respectful question that checks context without accusing or leading the person.

QUICK CHECK

Could another reasonable explanation fit? What context am I missing? Is my question genuinely open?