Hello Juleah,

Your points and connections were interesting. I can see what you are talking about concerning the connection with people. You talked about people and their diverse narratives, and I can agree that a group of people in a company can change from one new personality. For myself, I have seen a whole office change when we hired the happiest person I have ever met. They brightened up the room as soon as they came in. It made the day better for everyone.  
  
 “[H]umans have biases, emotions, and varying skills of perception, techniques for capturing observations independent of the observer.” (Bushe, 2015) I think your two theories fit well together. Using adaptability and engaging with people could make you a powerful manager or, in this class, a wonderful OD practitioner. I wonder if there is an upper limit to how we should interact with one another.

In some of our reading it was suggested that people can wall themselves off if the conversation is outside of what they know to be true. But we are all individuals. Do you feel that we should take time to explore how people react and interpret any conversation they are a part of? The book suggests, “we need to seriously explore the reality of organizational life in our experiences and the way we might think about what we already do. (Bushe, 2015)

Reference:

Bushe, G. R., & Marshak, R. J. (2015). *Dialogic organization development: the theory and practice of transformational change*. Berrett-Koehler Publishers, A Bk Business Book.