

گزارش مشاهده جلسه هفتم کارگاه

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محتوای گزارش

1- What Have you observed in your communications with others?

- A. I was never successful in reaching that neutral form of observation sans judgment. I am not able to say, huh, interesting, I got mad! Hmm, it's fascinating, I got sad! I always pass judgment and have bias even though I don't speak it.
- B. I observe myself and others a lot. I am usually completely aware of my emotional status and of others. I can explain why someone did and said what they did and said, and I can analyze what mental mechanism led to what happened.
- C. But I cannot ever detach myself and be a passive observer, unless the item holds no importance for me, in which case I don't spend time observing it at all.
- D. Sometimes human emotions are too harsh or grave to embrace and enjoy, grief of the loss of a loved one, or anger at betrayal of a friend and partner, for instance.
- E. In those critical situations, even my tolerance for trivial emotions are reduced and I have access to only a fraction of my capacity.
- F. I have difficulty comparing the concept of mentor in this workshop with what I previously knew as coach and mentor. I always look for a way to infuse these lessons into my motherhood.

2- My take out from the session:

- A. It was said that the commitment in observation is acceptance, no judgment, just an intention to know.
- B. What we can do with feelings is to feel them. If we embrace emotions such as anger and sorrow, then we can enjoy them. 1?
- C. So, we have no control over our emotion, most of our thoughts, and some of our actions. 2?

- D. However, we can choose our commitment, and once we choose our commitment, our emotions, thoughts and actions would be affected automatically.
- E. Example: In scenario 1, we as mentors want to talk to our intern to hurt them and make them regret what they did. In scenario 2, we want to talk to them in order to really hear them and know them and their reasoning.
- F. Once we set our mind on either scenario it not only affects our feelings, thoughts and actions, but also it surprisingly affects those of our audience's.
- G. Because they would pick up our commitment and intention, which is reflected in the vibe we omit, in our facial expression and mimic.
- H. How? Humans are born with 700 million mirror neurons, more or less, that are responsible for picking other's emotions and intentions as well as imitation and empathy.
- I. Thanks to mirror neurons, most humans have the ability to recognize people's goals and intentions immediately. The mirror neurons can imitate what happens in someone else's neural system.
- J. That is the reason we decide about people at first glance, and they are usually right.
- K. In the performance profession experts advise actors to work on relating subtext, which is the intention, rather than the text, which is the dialogue.
- L. Humans have the uncanny ability to know the subtext despite the text.
- M. We can align our subtext/commitment/intention with our text/speech/action to have a more efficient communication.
- N. We can focus on consciously choosing our commitment before any encounter, then we don't have to worry about action and speech.
- O. Some problems in communication arise when what we say or do does not bode well with what we intend. The inconsistency between our outer actions with our inner commitment is the base of our problems in communication.
- P. This is actually a part of some managerial problems when the managers do or say things that they don't intend and hide their true intentions from the employees.
- Q. Sadly, this is also a common cultural obstacle in our country, where people are trained to hide their intentions and act differently. They are brought up to not directly ask what they want, and not openly speak of their emotions and thoughts.

- R. This, inevitably, leads to hypocrisy and losing trust in each other. When all people wear masks and lie all the time no one can trust anyone. Even if the lies are white lies.
- S. Consequently, this is the reason for failing teams, as teamwork needs trust and faith amongst team members, which is impossible to obtain in an atmosphere of lie.
- T. Each time in our communication with anyone we refrain from speaking our mind and our action differs from our commitment, this communication is set to fail, or at least would be difficult and problematic.
- U. There's always a straight path of honesty to ask and say what we really intend, which has the best chance of achieving our goal. Then there are thousands of other less frank ways that have less chance in winning the goals.
- V. Although, sometimes we are even dishonest with ourselves. Or we may not be so clear in our intentions and don't realize our commitments.
- W. Sometimes we go into communication with a tourist's manner, we just start talking to see where it leads and what happens.
- X. Moreover, we might not be aware of our true underlying commitment, we are committed to something but we don't know what that is.

3- Instructions:

- A. If we, as mentors in CS Internship, choose our commitment consciously and always stay aware of it, our interns can hear our intention, otherwise, they hear the commitment we have but we are not aware of.
- B. Thesis: a mentor can communicate with the interns as if they are not invested in the result:
- C. If the mentor does not have their eyes on gaining a result, they would not explain mistakes to prevent mistakes or cause growth or success. They would not enter the communication because they have an agenda to pursue or point to make, and they certainly do not care about what the intern thinks of them.
- D. In this mindset, the mentor merely wants to make the intern know and be aware of their commitments and possibly the error of their ways. They do not care, whatsoever, about what the intern does with this knowledge and how they take it.
- E. This is because the mentors must avoid judging interns, and only stay a passive observer.

- F. Here we untangle the communication problems fundamentally and seek to investigate the roots rather than superficial techniques. Because as long as the cause is there the effect cannot be resolved.
- G. Communication techniques wouldn't help when we do not want to speak our mind, or we are afraid of or unable to reveal our true self.

4- My questions:

- A. How is it possible to enjoy feelings if they are deep negative emotions?
- B. Is it not dangerous to claim that humans cannot control their actions? Wouldn't this lead to irresponsibility?