

## The Dyad

A dyad is the exchange of constructivist listening between two people.

*I agree to listen to and think about you for a fixed period of time in exchange for your doing the same for me. I keep in my mind that my listening is for your benefit so I do not ask questions for my information.*

### Dyad Guidelines

- Each person is given equal time to talk. *Everyone deserves attention.*
- The listener(s) does not interpret, paraphrase, analyze, give advice or break in with a personal story. *People are capable of solving their own problems.*
- Confidentiality is maintained. (The listener doesn't talk about what the talker has said to anyone else or bring it up to the talker afterwards.) *A person needs to be assured of confidentiality in order to be authentic.*
- The talker(s) do not criticize or complain about the listener(s) or about mutual colleagues during their time to talk. *A person cannot listen well when he/she is feeling attacked or defensive. Problems are to be addressed in a different structure, based in dialogue.*