

Worksheet

Team discussion – The triple filter test

Is it true? Is it good or kind? Is it useful?

The triple filter test, often attributed to the Ancient Greek philosopher Socrates, is still relevant and used today. It can be used as a filter to stop rumours from circulating within the workplace and as a reflective tool for any interactions people are having.

Before you talk about someone else (whether about their work, their behaviour or something else), ask yourself the following three questions:

Is it true?

How do I know this?
Is the source reliable?
Did I witness it?

Is it good or kind?

Does it reflect well on the person I'm talking about or to? Would I want it to be said about me? Will it make the person feel good?

Is it useful?

Is talking about this person to someone else going to be useful in anyway? Do they really need to know? Will it bring about positive change?

If you can't answer yes to these questions you may want to reconsider what you are going to say or say nothing at all.

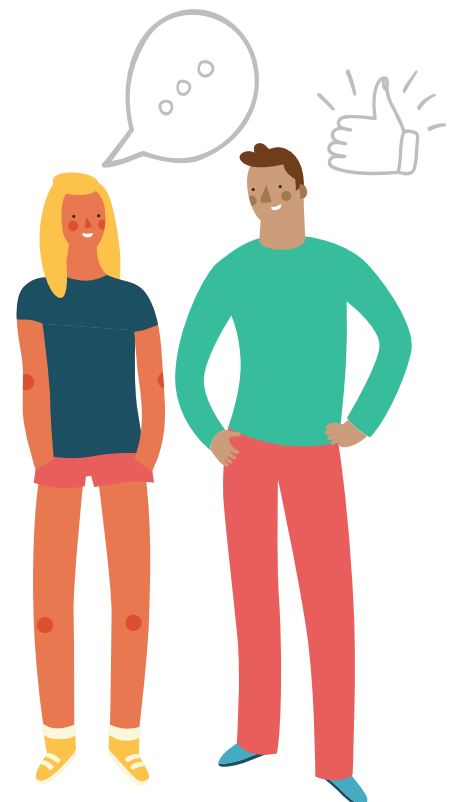
It is important to acknowledge no one is perfect and we all make mistakes when it comes to the interactions that we have. We can all take some time to think about the things we say or have said and make amends or apologise if necessary.

Personal reflection

This can be done in a team meeting or individually.

Instructions

- Ask the team to think about an interaction they had recently. This may be a time when they relayed information about someone else or when they have had a conversation that didn't go well. Let them know they don't have to tell the group what it was.
- Ask them to complete the worksheet below on their own regarding this situation.
- Ask if any of the group would like to share how they may approach the situation in the future (optional).



Personal reflection on previous interaction

In that situation I'm thinking of...

Was what I said true?

If yes write down the reason

Was what I said good or kind?

If yes write down the reason

Was what I said useful?

If yes write down the reason

What could I have done differently?

What would I do next time?

What can I do now to make that situation better?