Map 12: Alternative Frames of Reference

The VoicePrint model is a framework, but it is not the only frame of reference that is at work when we examine an individual's results. Consciously or otherwise, we always bring assumptions of some sort to our interpretation of what these results might mean.

You are very strongly encouraged to bring your own assumptions into conscious awareness and to be ready to put them aside in the light of what emerges from an open-minded exploration of the profile.

This is not to say that a frame of reference might not be helpful, when exploring a profile. It might turn out to be highly informative, yielding valuable insights and useful action possibilities for the profile owner. The important thing is to treat your frame of reference as simply one among a number of possibilities. As wise people have observed in the past, 'When dealing with complex phenomena, it is vital not to get stuck in one way of looking at them.'

We could use any individual's profile as our illustration of Map 12. Whatever its shape, it always needs to be personalised and contextualised before its implications can be established. That is why joint exploration with the profile owner is vital.

Here are three alternative frames (and not mutually exclusive) of reference which may prove useful, when exploring an individual's VoicePrint Triangle…

Comfort (& Discomfort) Zones: high range scores may indicate areas of comfort, and low scores suggest discomfort.

Role Demands: high range scores may reflect particular requirements of the individual's job.

Energy & Attention: high scores may indicate activities into which the individual is currently directing particular attention, for one reason or another.

The **framing to avoid** is the notion that highs = Strengths and lows = Weaknesses. This is too simplistic, because it ignores context. Extensive use of a voice (high range score) may be a strength in one context, but a weakness in a different context.

Contextual awareness and sensitivity are essential for managing the boundary between the functional and dysfunctional forms of any voice.