

The R3P Mental Method: REALIZE > REFLECT > RESPOND

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Responsive reflection is an intrapersonal process which will help you clarify your thoughts and conclusions regarding your personal communication skills. Once you have consciously acknowledged the current state of your communication competency, you can instantly start increasing your communication proficiency by making a concerted effort to evaluate various communication behaviors.

in-tro-spec-tion

noun \,in-trə-'spek-shən\

the process of examining your own thoughts or feelings




The **R3P Mental Method** utilizes the concept of responsive reflection as a means to initiate conscious behavioral choices based on **M2**, a component of **R3P** that stands for **Modify or**

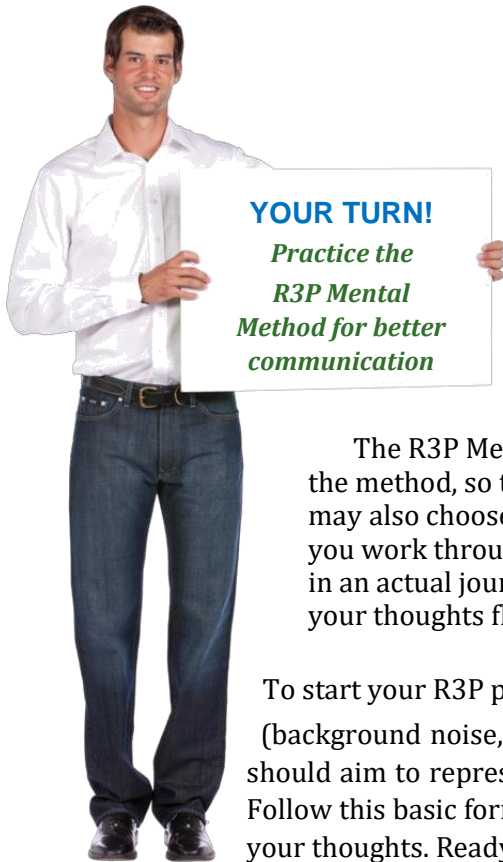
Maintain. The **R3P Mental Method** is described as a mental activity because results can be accomplished simply by incorporating the method into your internal thought process.

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Component	Description
REALIZE	Realization occurs when you become aware that you possess or exhibit a specific habit, behavior, trait or characteristic directly related to yourself. Realizations may be positive, negative or neutral in nature. For example, you made a number of realizations about the way in which you communicate as you participated in the Communication Self-Assessment assignment.
REFLECT (M2)	Reflection is the thinking process that occurs in response to realization. Your newfound awareness spurs the desire to make sense of the new recognition leading to thoughtful contemplation, evaluation, deliberation and causal pondering. The concept of M2 comes into play during this phase. M2 represents the decision you make to MAINTAIN of MODIFY the behavior associated with your realizations and based on your assessment of the effectiveness of each individual realization.
RESPOND	Response occurs as a result of the thoughtful reflection regarding the initial realization and the choice you made to Modify or Maintain. Responses are deliberate actions that aim to address the initial realization. If you determined that modification should occur, your response would demonstrate an effort to change and/or improve. If you determined that maintenance should occur, your responses would reflect an effort to maintain the status quo.

This example is designed to teach you how to recognize each phase of the **R3P Mental Method** by evaluating portions of a scenario. You will also learn how to engage in each step of the R3P Mental Method by engaging in the scenario below:

<p>REALIZE phase</p> 	<p>Meet Todd. As Todd prepares his morning coffee in the company break room, he looks over to say, “hello” to a group of his fellow co-workers. His co-workers respond by rolling their eyes, whispering to each other under their breath and shaking their heads in disgust. Based on their feedback, Todd just realized that apparently his co-workers don’t care for him. Although, for the life of him, he can’t understand why?</p>
<p>REFLECT phase</p> 	<p>Todd is completely shocked at the reaction of his co-workers. He had no idea they thought so negatively of him. As he sat at his desk, he tried to recollect any situations that may have upset them. He thought about the situation in its entirety pondering how this could have happened, what he had done, what they are saying about him, how awkward he feels, how he can resolve the situation, etc... As he evaluated the situation, Todd tried to put the details in context. After a few days of continual contemplation, he finally concluded that the co-workers likely had a false impression of him based on his coffee break habits. Although his co-workers routinely take time to sit together, chat and be cordial during their morning coffee break, Todd chooses to enjoy his coffee at his work station to avoid falling behind in his workload. He gathers that they must think he’s rude for not joining in. Although he has a perfectly good reason for not socializing during morning coffee, his behavior has negatively impacted his relationship with his co-workers. He knows that <u>maintaining</u> this behavior will only worsen the problem. Todd concludes that he must somehow <u>modify</u> his behavior to improve the situation.</p>
<p>RESPOND phase</p> 	<p>The next morning, after Todd makes his coffee, he decides to walk over to the group of co-workers and stands near them as if to join in. He waits for someone to make eye-contact then makes a cordial comment in response to something someone said. He then says that he would like to stay and visit. But, he is swamped with work. He smiles and tells them to enjoy their day. He continues this routine over the course of several weeks and notices that his co-workers are now responding to him much more favorably.</p>



This activity allows you to put the R3P Method into practice. After taking a communication self-assessment, or simply having an “aha!” moment about the way in which you communicate, you can utilize the R3P Mental Method to make positive changes as a communicator.

The R3P Mental Method is a thinking activity. However, to practice the method, so that you can easily incorporate it into your daily life, you may also choose to work through the process as a journal exercise. As you work through each phase, record your thought process as you would in an actual journal meant for your eyes only. Write informally and let your thoughts flow free from judgment.

To start your R3P practice session reduce as many distractions as possible (background noise, cell phone, other activities, etc...). Your thought process should aim to represent the three distinct phases in the R3P Mental Method. Follow this basic format to help you practice the thought process as you focus your thoughts. Ready? Start thinking!

Phase I – REALIZE: As you worked through specific items on a self-assessment, had an introspective epiphany of sorts or perhaps someone brought one of your common communication behaviors to your attention (for better or worse), you were engaged in **realization**. Think back to this experience and recall what was going through your mind at the time. Remember the details and nuances of the thought process.

Phase II – REFLECT: Given the identified realization above, think about the various implications of this realization, how it influences communication in different situations, and how it impacts certain relationships in your life.

Think about the concept of M2 as an extension of the **REFLECT** phase. Incorporate M2 into your thought process by deciding if you will **Maintain** or **Modify** this communication realization and justify why you made the decision.

Phase III – RESPOND: Using the example you identified in Part II, imagine specific behaviors, actions and/or consideration that you can put into practice to support your intent to **Maintain** or **Modify**. Envision at least two strategies and/or specific actions for incorporating these approaches into every day communication situations as they relate to your daily life. Visualize these strategies being successful as they are implemented.