

# The Ladder of Inference

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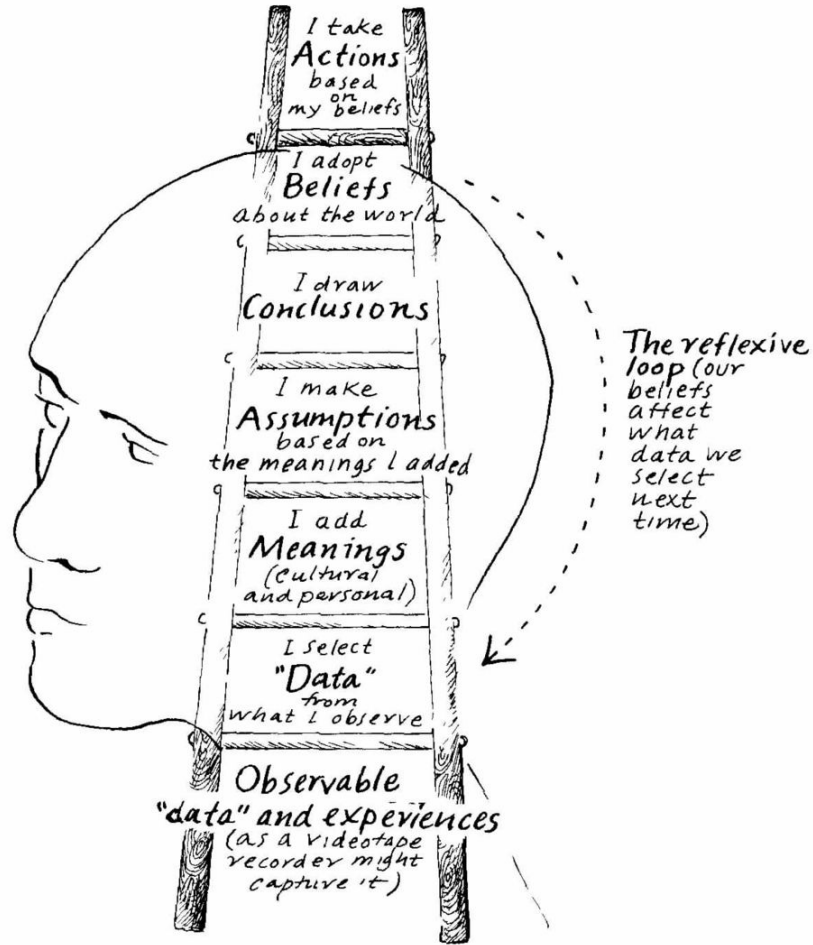
From Decision to Action

Colleen M. Deaven, The Bridge High School ~ Brighton, Michigan

# ~ The Ladder of Inference Defined ~

Dr. Chris Argyris ~ co-founder of the field of Organizational Learning and  
Organizational Development

“The Ladder of Inference describes the thinking process that we go through, usually without realizing it, to get from a fact to a decision or action.”

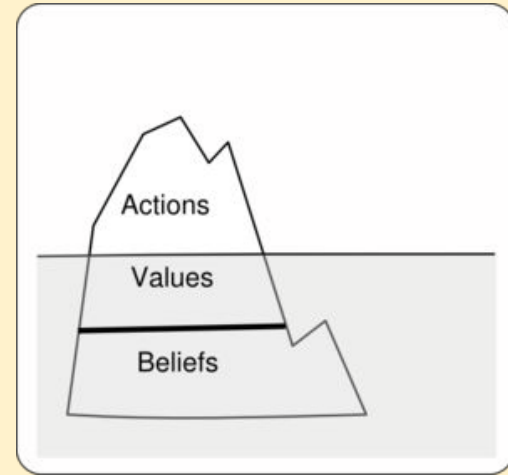


# We get in our own way!

We jump to conclusions based on our belief that:

- Our beliefs are the truth
- The truth is obvious
- Our beliefs are based on real data
- The data we select is real data

[Video](#)



# Let's Dig In!

Meet Doris!



# Connect~Extend~Challenge

As you read...be mindful of new connections you are making based on the brief introduction the Ladder of Inference and how this might be pushing your thinking in new directions.

Jot down any thoughts you may have about how this relates to your experience as well as any real life examples you are willing to share.

# Connect ~ Extend ~ Challenge

Think...Pair...Share

~ Connect ~	How does this connect to what you have experienced previously?
~ Extend ~	How have your ideas around communication been extended (broadened, deepened or expanded)?
~ Challenge ~	What new challenges do you see with regard to effective communication? How will you move forward to improve communication in your practice?

~ Share ~



# Let's Dig Deeper

Consider:

What Biases and Assumptions do WE as individuals bring to our lives with our family, friends and colleagues?

For Anonymity Text to 810.813.9053

<https://monkeylearn.com/word-cloud>



# Create your own Scenario!

With your team, on your own or with a partner, create your own scenario to share with the group.

Share



# ~ Reflection ~

Connect: I used to think....

Extend: Now I think....

Challenge: With this new information, in the future I will.....

# Thank you!

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## Bibliography

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Mind Tools Content Team. (n.d.). *Home*. MindTools. Retrieved April 21, 2023, from <https://www.mindtools.com/aipz4vt/the-ladder-of-inference>.