

FREE WORKSHEET • 10–15 MINUTES

Observation vs. Evaluation

The first step of NVC is describing what happened as a video camera would see it — free of judgment, interpretation, or story. Most conflict starts when we mistake our evaluation for the facts. This sheet trains you to separate the two.

Part 1 — Spot the difference

Mark each statement **O** (observation) or **E** (evaluation).

“You interrupted me twice while I was explaining the schedule.”	O / E
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“You never listen to me.”	O / E
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“The dishes from last night are still in the sink.”	O / E
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“You're lazy about housework.”	O / E
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“She arrived at 9:20 for the 9:00 meeting.”	O / E
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“He's always late because he doesn't respect anyone's time.”	O / E
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“You spoke louder than before when you answered me.”	O / E
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“You were rude to my mother.”	O / E
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Answers: 1-O, 2-E, 3-O, 4-E, 5-O, 6-E, 7-O, 8-E. Words like *never*, *always*, *lazy*, *rude* are reliable signs of evaluation.

Part 2 — Translate your own

Think of a recent moment that bothered you.

The story I'm telling myself (write it as judgmental as it feels):

Now just the facts — what would a video camera have recorded?

No adjectives about the person. Only what was said or done, when, how many times.

What changed for you when you separated the two?
