



Gottman-Style Dyad Pulse Check-In

Interaction Log (Week or Project Cycle)

Track meaningful interactions across meetings, email, chat and informal moments that you have with a specific person.

A. Positive Interaction Moments

Look for signals that indicate recognition, curiosity, constructive tone, repair attempts and supportive gestures such as:

- Turns toward (engages positively)
- Expresses appreciation ("That's helpful")
- Validates perspective ("I see your point")
- Asks open-ended question
- Invites input ("What do you think?")
- Admits uncertainty or mistake
- Builds on other's idea
- Supportive nonverbal (nodding, open posture)
- Thanks the other person
- Clarifies intent
- Apologizes
- Uses humor appropriately
- Reframes constructively
- Suggests pause/reset

B. Negative Interaction Moments

Look for signals that indicate dismissiveness, sarcasm, cold tone, defensiveness, ignoring and withholding information, in behavior such as:

- Turning away (ignores/minimizes)
- Turning against (critical/hostile)
- Interrupts/dismisses idea
- Defensive response
- Blame language ("You always...")
- Sarcasm/contempt tone
- Withdraws/shuts down
- Dominates conversation



Intensity Scale for Negative Interaction Moments:

- 1 = Mild tension (brief irritation, minor coldness)
- 2 = Moderate tension (noticeable strain, emotional shift)
- 3 = High intensity (emotionally charged, undermining, public belittling, shutdown)

Use the form below to record your observations immediately after the interaction. The form provides five rows for noting interaction moments, but you can record additional moments if needed. All recorded interactions can then be used to calculate the positive-to-negative ratio.

Important note: This is a quick-scan tool, designed to help you become more aware of behaviors that are indicative of the level of psychological safety in your professional relationships. **It is not an exact measurement**, but a practical way to detect patterns and increase insight.



Positive/Negative Interaction Between Dyads Moments Log

Interaction: _____ Date: _____ Person: _____

Describe interaction moments with one person over the course of several interactions and tally how you experience them:

Tally each *positive* interaction moments as just one: /

Tally each *negative* interaction moments according to their intensity level:

/ = Mild tension (brief irritation, minor coldness)

// = Moderate tension (noticeable strain, emotional shift)

/// = High intensity (emotionally charged, undermining, public belittling, shutdown)

Interaction moment (example):

When I suggested an alternative approach, the other dismissed it with 'That won't work of course' looking clearly annoyed and moved on. She thanked me however, for the detailed update. She asked a clarifying question about the proposal. Then she asked if I am not wasting precious time with the research.

Positive: /, /

Negative + Intensity: //, /

Interaction moment:

Positive:

Negative:

Interaction moment:

Positive:

Negative:

Interaction moment:

Positive:

Negative:

Interaction moment:

Positive:

Negative:

Interaction moment:

Positive:

Negative:

Total: Positive _____ Negative _____



Scoring Psychological Safety

1. Positivity Ratio

Combined Positive ÷ Combined Negative = _____ : 1

5:1 or higher → Strong psychological safety (aligned with findings from John Gottman's research on high-functioning relationships)

3–5:1 → Moderate safety

Below 3:1 → Psychological safety likely fragile

1:1 or lower → High risk of conflict and low psychological safety

Quick Psychological Safety Snapshot (Circle One)

Low Safety | Somewhat Safe | Mostly Safe | Highly Safe

If this person has formal authority over you, consider:

- *Did any single negative interaction feel disproportionately impactful?*
- *Would you behave differently if the level of power were more equal?*

