Cognitive Error	What it sounds like:	Possible Responses
Filtering *focusing on the negative and filtering out the positive, or the reverse*	"They're naysayers. They'll never agree. In their eyes we are always wrong." "Of course it will work out. We just need to keep meeting."	
Polarized Thinking *either/or; one or the other; all or nothing*	"This group has no structure; it can't possibly be part of the solution."	
Overgeneralization *using one piece of data to form conclusions*	"It's clear this is the right solution. The data in this study clearly point to that."	
Mind reading *assuming you know what others are thinking and feeling*	"I know what you're thinking . ." "You know what they're thinking."	
Catastrophizing *expecting or anticipating disaster*	"We can't even consider that. It would inevitably lead to . . . ."	
Personalization	"He didn't want to look me in the eye. It's a complete lack of respect and . . . ."	
Control fallacies *belief that is all "out of my hands" <u>or</u> "all my fault"*	"He got so angry. I must have said something wrong. . . ." "Hey, it'll work out if somebody upstairs wants it that way, and if not, there's not much that we can do. . . ."	
Fairness fallacies *expecting the world to meet your standards of what's fair or to reward you for doing the right thing; resenting when standard not met*	"We tried that and only got part of what should have been. It's just not worth the effort any more."	
Blaming *failing to take responsibility and shifting it to others*	"If they would only make some effort to be agreeable, then we might have gotten somewhere . . . ." "He started it and you've got to demand respect."	