

Figures from Chapter Ten (Narrative Catalysis) of
Working with Stories in Your Community or Organization: Participatory Narrative Inquiry
(Third Edition)
by Cynthia F. Kurtz

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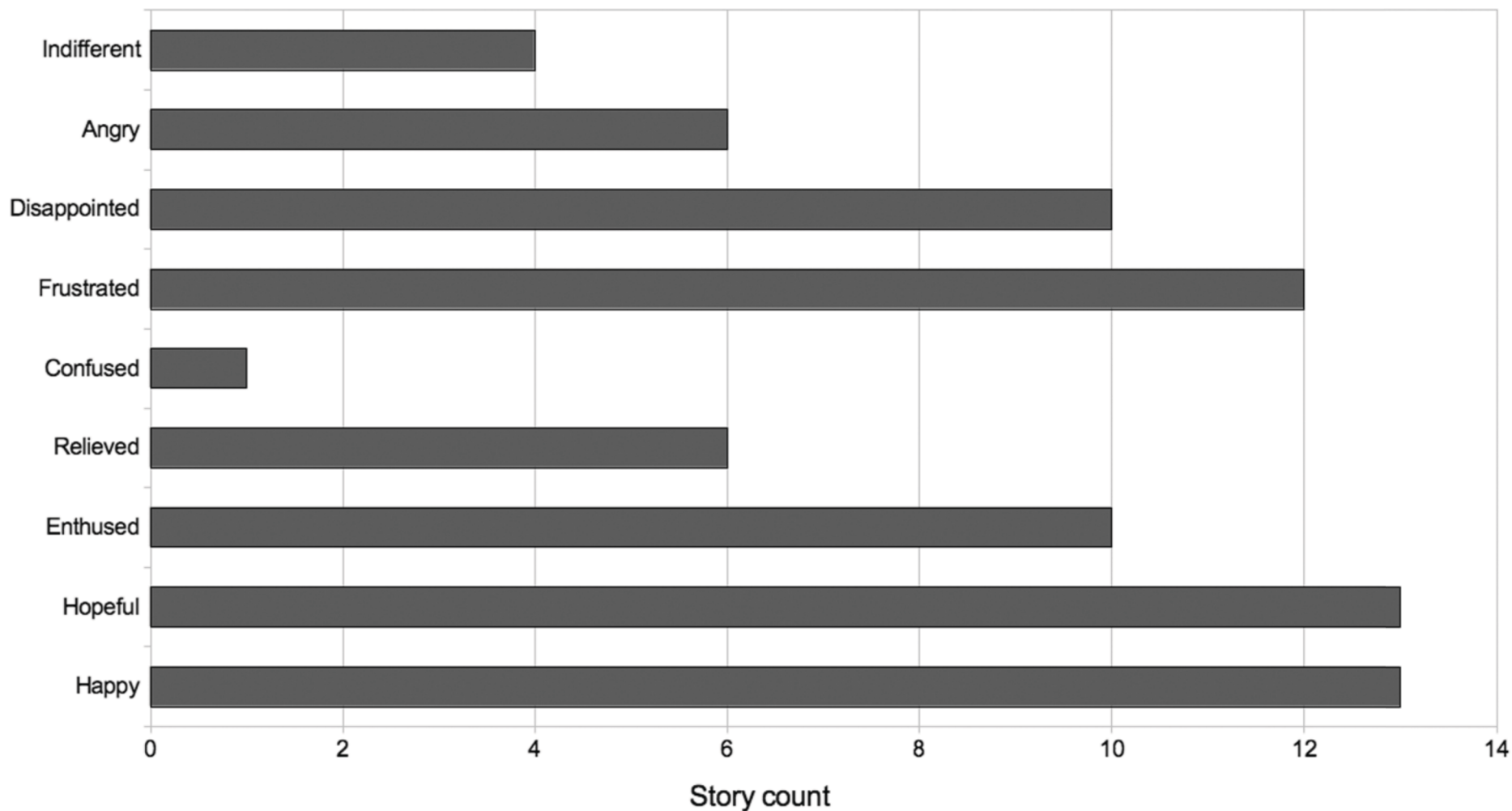
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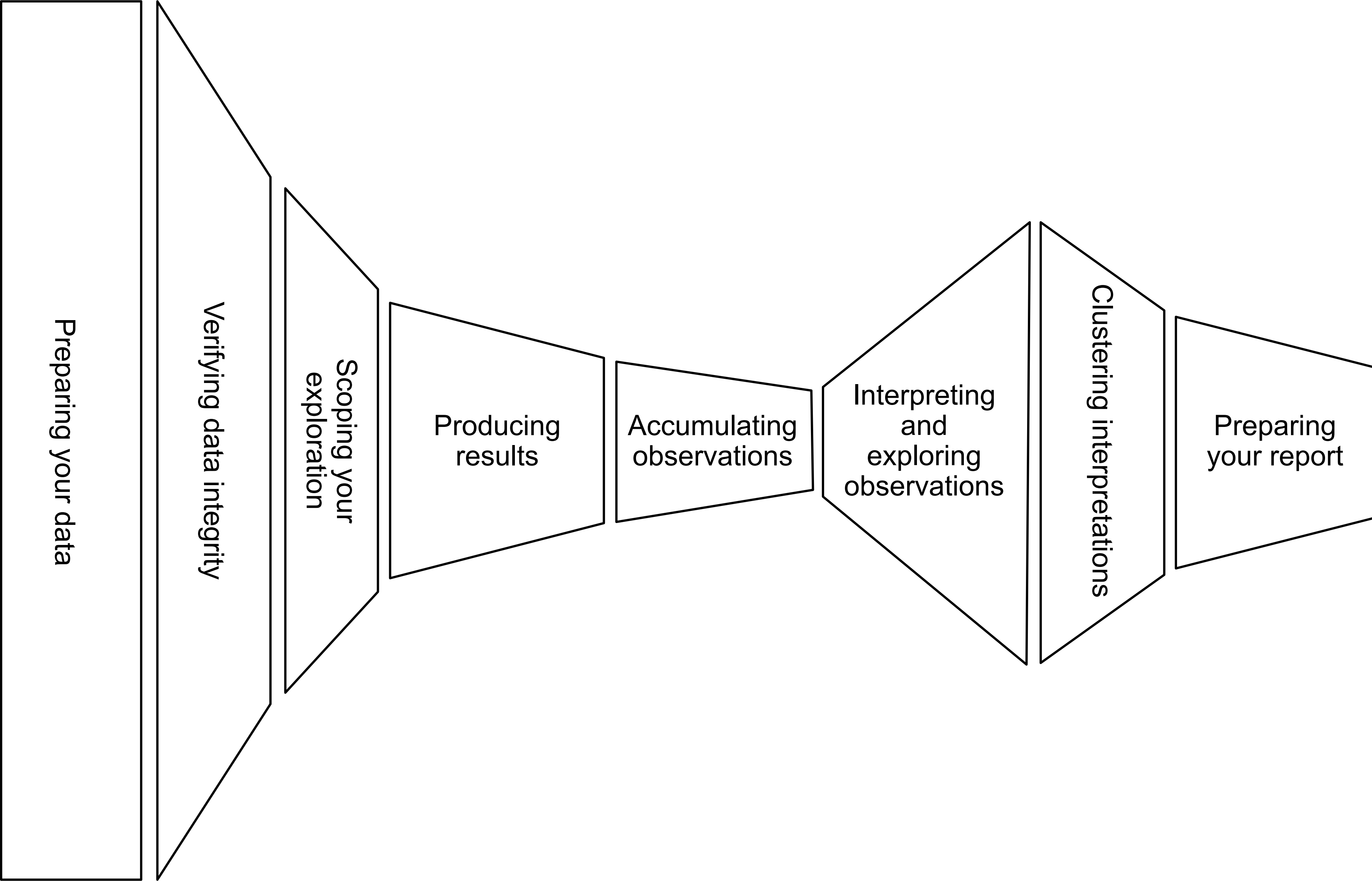
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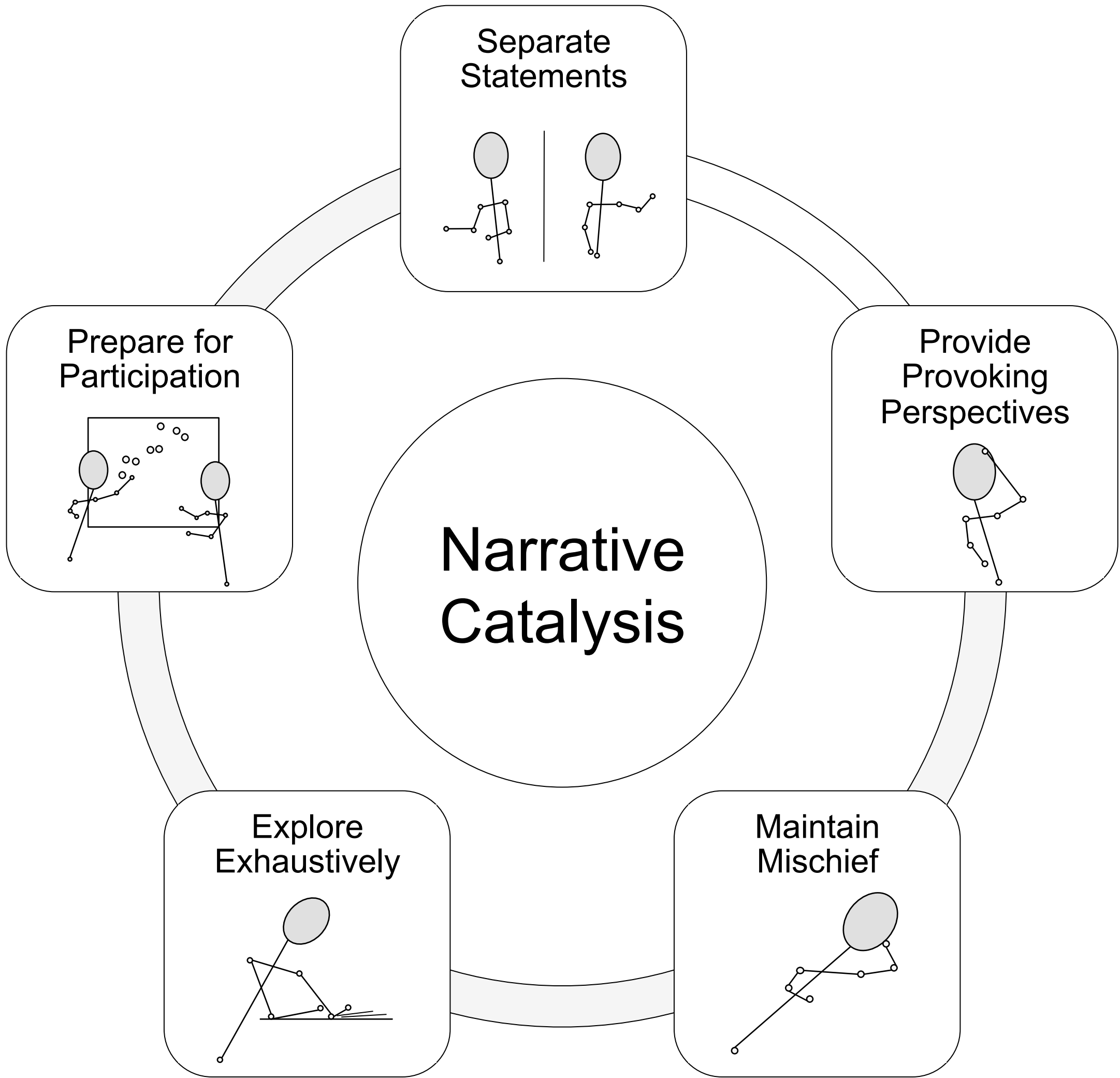
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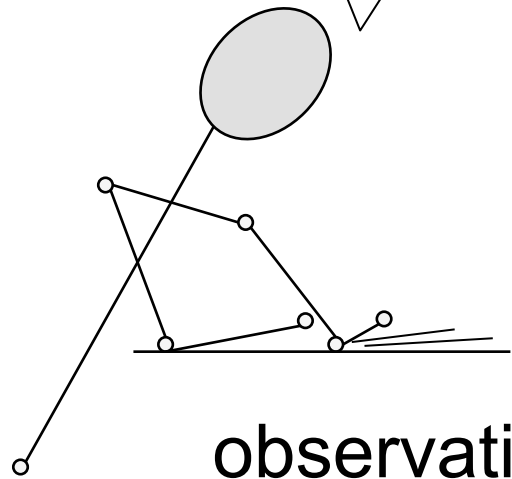
How do you feel about this story?





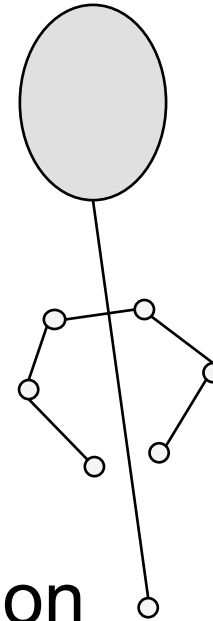


10% of stories
were rated as
sad. 70% were
marked as
happy.



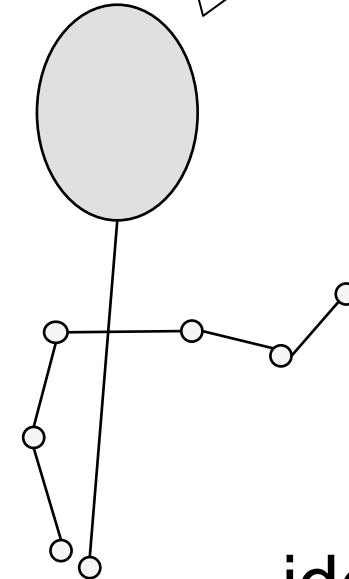
observation

This COULD
mean that
people felt
unable to talk
about negative
experiences.

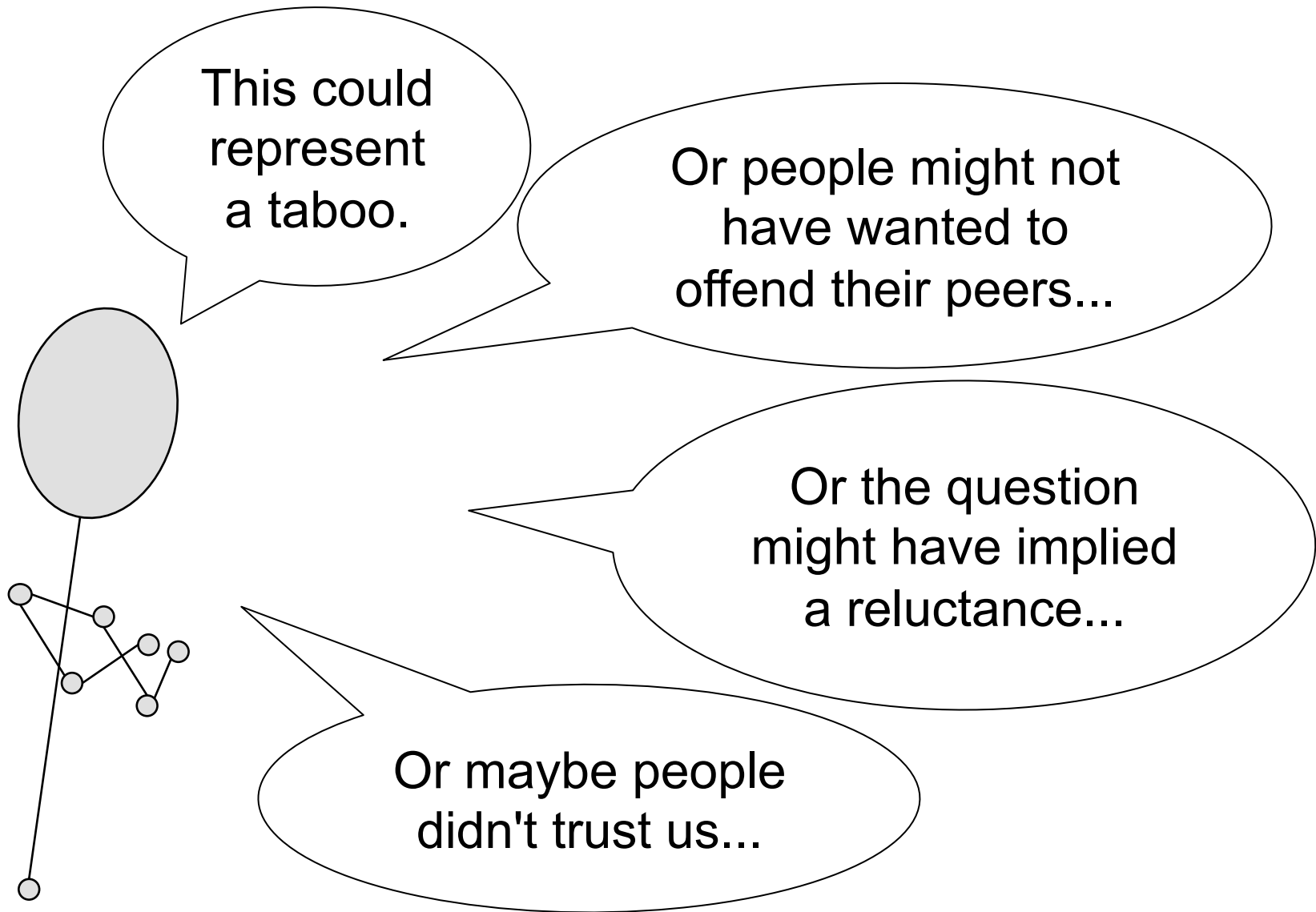


interpretation

We could set up
an anonymous
hotline for
complaints.



idea





My report shows some of
the perspectives we found.

I'm busy. Just give
me the conclusions.

I can't.

WHAT? You can't
give me results?

No, I'm not capable
of that. Only you are.

So you ADMIT
you're incompetent?

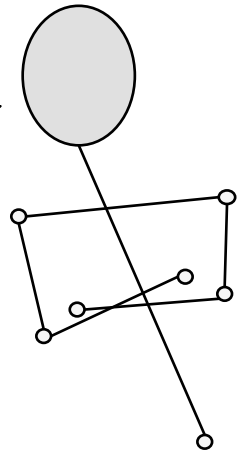
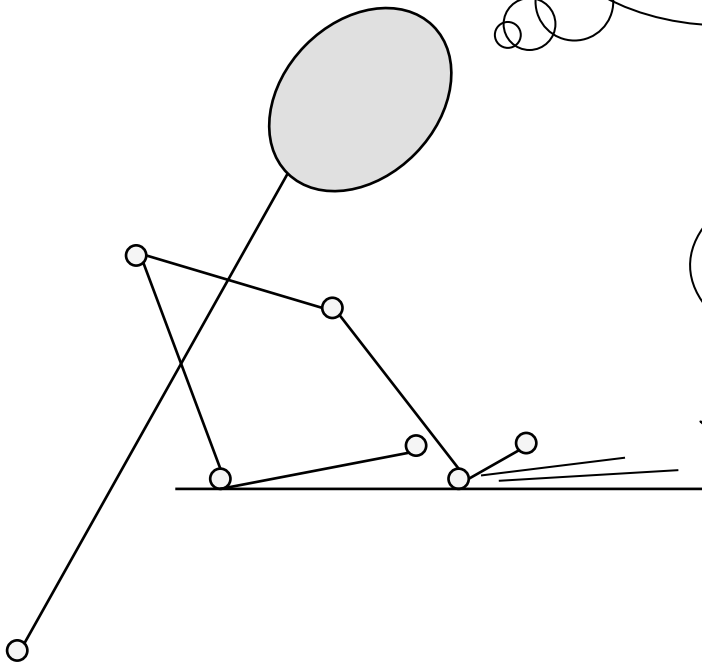
Maybe.

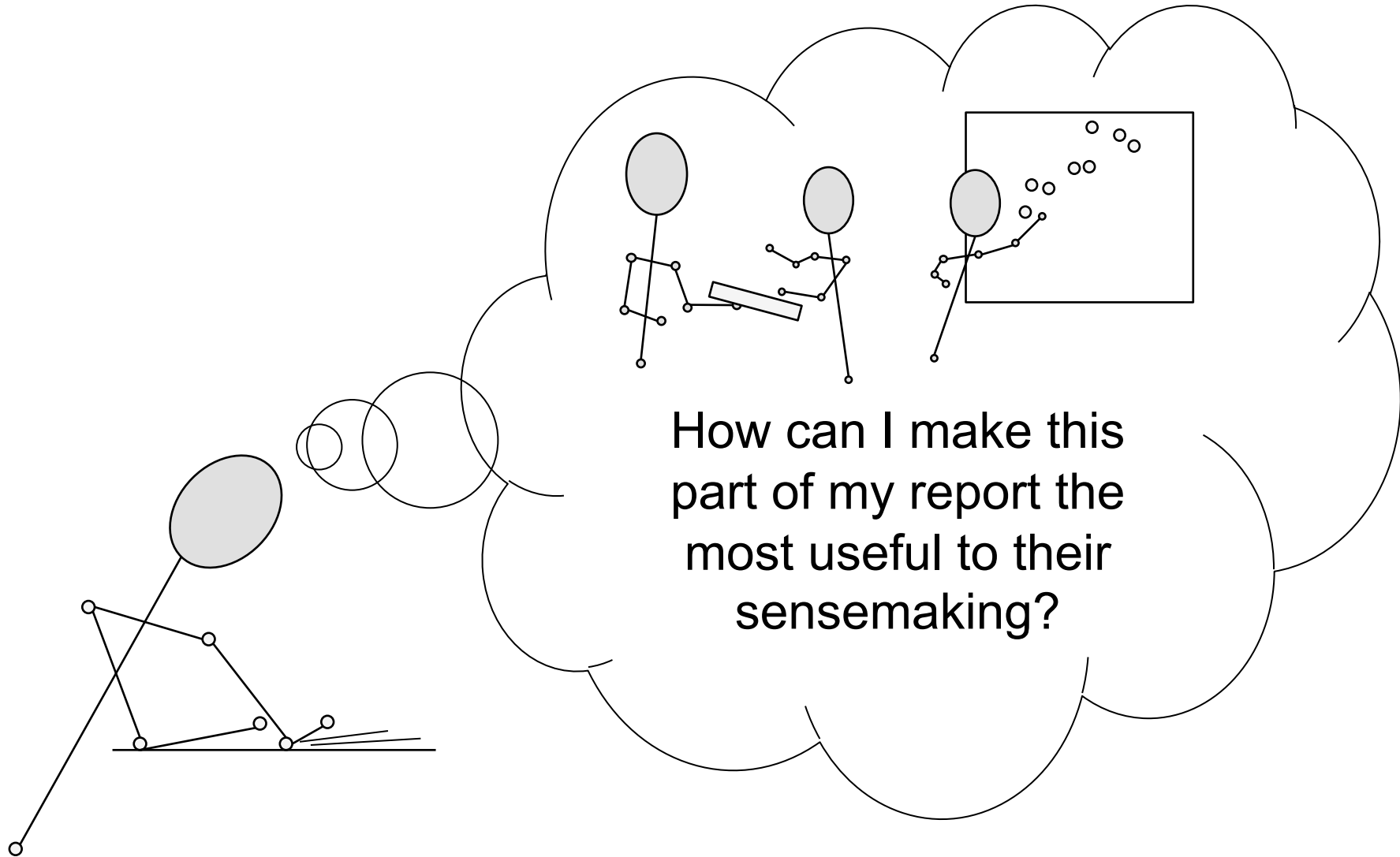


34 question
combinations down,
15 more to go...

Are you
done yet?

Nope.





Title _____					Teller _____	
Feel	Common	Response	Perspective	Work		
Direction	Developed others	Self confidence	Self control	Others acceptable	Relied on	
Age	Experience		Time in position			

83

Title Helping others

Teller 23

Feel	Common	Response	Perspective	Work
Pos	X	inspire	STF	ALL

Direction	Developed others	Self Confidence	Self Control	Others acceptable	Relied on
X	X	49	47	X	X

Age	Experience	Time in position
30-39	10-15	5-7

FL/CM/SCF/SCN/DO/ACC/LD/PS

6

Title Leadership is empower Teller 2
ment

Feel	Common	Response	Perspective	Work
pos	Some	example	mngt	training

Direction	Developed others	Self Confidence	Self Control	Others acceptable	Reliable on
47	47	53	46	47	45

Age	Experience	Time in position
40-49	5-10	<5

FL / ACC / LD / CHM / ST

25

Title Trust and respect Teller 8

Feel	Common	Response	Perspective	Work
pos	X	Coop	STF	<u>ALL</u>

Direction	Developed others	Self Confidence	Self Control	Others acceptable	Reliable on
→ X	X	X	X	X	X ←

Age	Experience	Time in position
30-39	10-15	5-7

ALL

Feel About

42

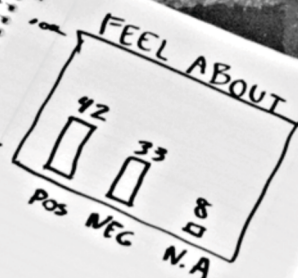
33

8

POS

NEG

NO
ANSWER



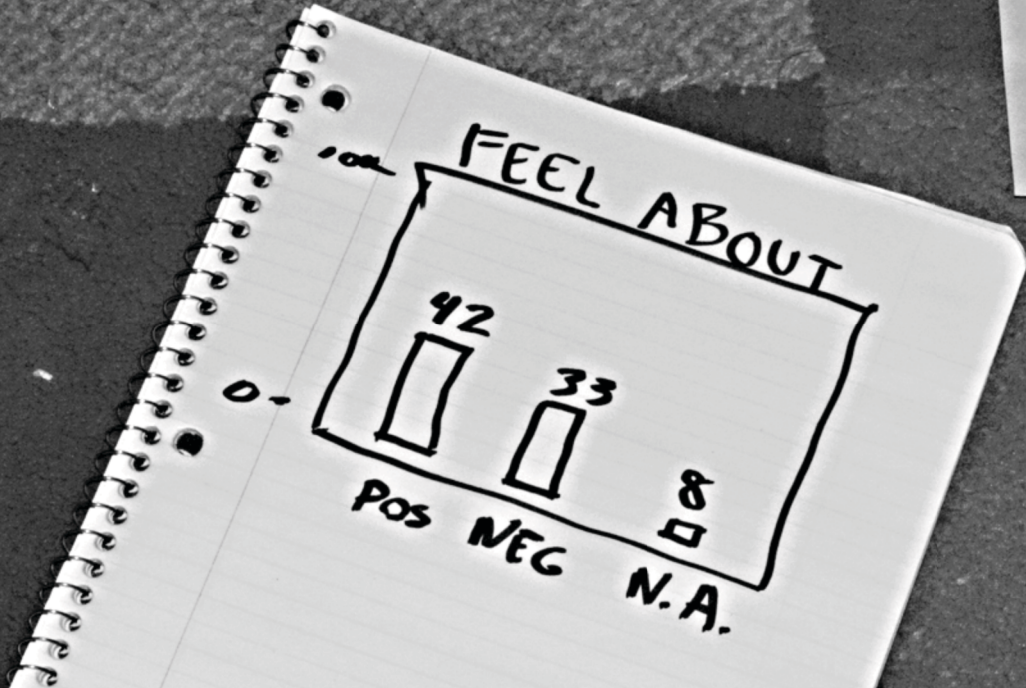
Confidence	Control	Acceptable	Rel. del.
X	X	X	X

Experience	Time in position
10-15	5-7

30-39 5-10 <5
FL/CN/SCF/SCN/DO/ACC/LI
PO/ST/CPM/RO/SD/COOP

SCN/LD/ 30
Scf FL/D

NEG



NOT

12

7

4

1

SOME
WHAT

28

15

10

3

COMMON

22

9

11

2

COMMON

10

WAY
THINGS
ARE

5

5

0

N.A

11

6

3

2

POS

42

FEEL ABOUT

NEG

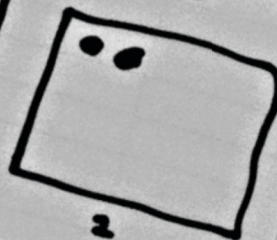
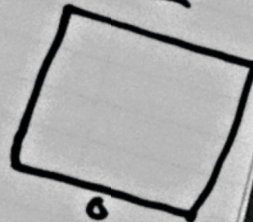
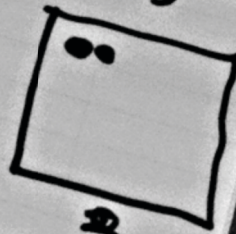
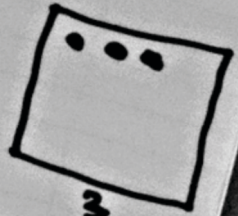
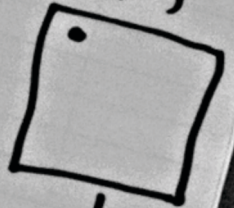
33

no
answer

8

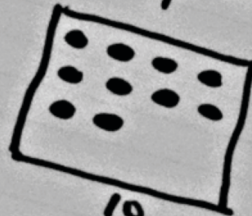
Feel about

NA.
(8)

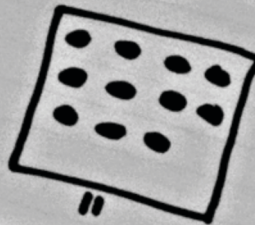


2

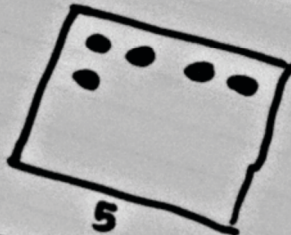
4



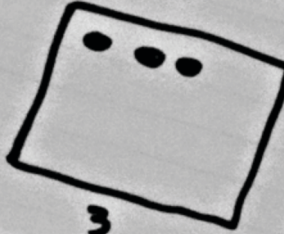
10



11



5

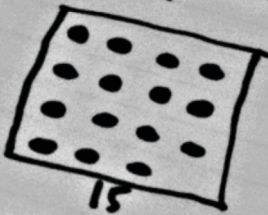


3

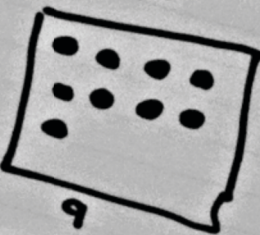
Pos
(42)



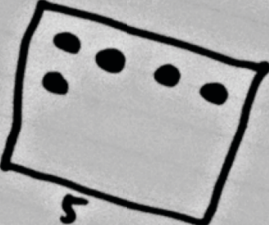
7



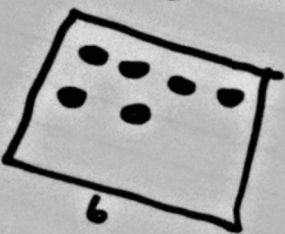
15



6



5



9

Common?
Not (12)

Some
what
(28)

Common
(22)

The way
things
are (10)

N.A.
(11)

19

17

16

8

8

6

5

7

7

1

1

16
ALL
MID

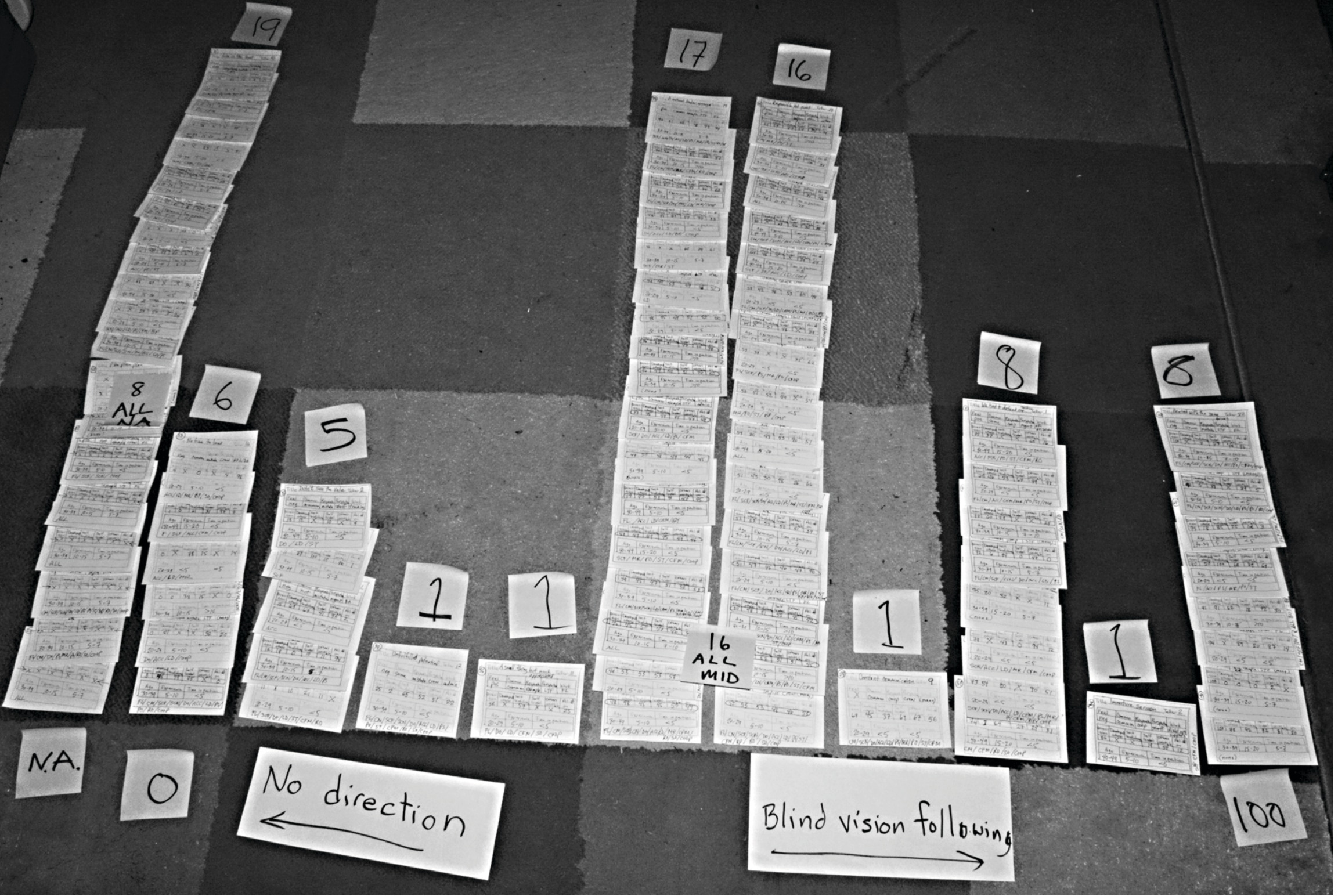
100

N.A.

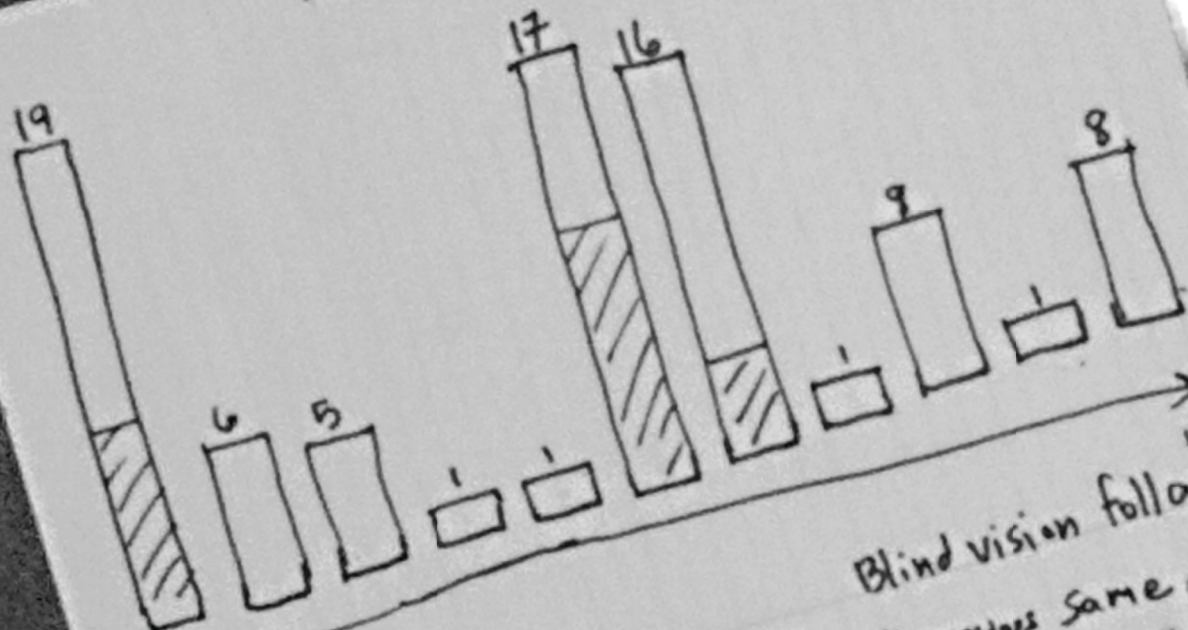
0

No direction
←

Blind vision following
→



Leadership



N.A.

No direction

Blind vision following

▨ = All answers same

18

Title A valuable resource Teller 5

Feel	Common	Response	Perspective	Work
X	X	inspire	staff	DA

Direction	Developed others	Self Confidence	Self Control	others acceptable	Relied on
46	49	50	51	46	50

Age	Experience	Time in position
30-39	10-15	>10

(none)

De/ Acc/ Chap

The Bible and the Book of the Law

Kod. 200

1902

2

2.A

Relied on

Others	1	1								1	11
	1	1									
									1		
				2	3					1	
				5	3	1	1				
				9	5					1	2
				1	5			1		1	2
	1		1	1				1		1	1
	1							3	1	1	1
Self	3		2					1		1	2

No direction
Leadership

Blind vision
following

A	B	C	D	I	J
Story title	Participant	Relied on self to others	Self-confidence lacking to over the top	Feel about happy	Feel about hopeful
In front of others	1	7	61	0	0
Full support	1	46	49	0	0
We had to defend our tactics	1	16		1	0
He took a chance	1	67		0	1
Didn't see the value	2	4		0	0
Leadership is empowerment	2	45	53	0	0
Immature sarcasm	2	12		0	0
Doing the right thing	2	38	67	0	0
Off track meeting	3	11	85	0	0
Honest and fair	3	48	49	0	0
Out of touch	4	0	99	0	0
Respect and confidence	4			0	0
Paperwork versus results	4	5	88	0	0
Standing by his team	4			0	1
Inexperience	5	42	51	0	0

Participant	MEAN FOR ALL SCALES	STANDARD DEV FOR ALL SCALES	NUMBER OF ANSWERS
4	34	26	19
4	0	0	12
4	56	46	21
4	0	0	8
5	47	18	19
5	50	4	18
5	49	3	17
5	49	2	7
6	32	15	11
6	47	20	14
6	21	18	17
7	65	35	27
8	51	40	9
8	0	0	25
8	0	0	31
8	0	0	35
9	61	44	12
9	49	27	20
9	57	11	21
9	47	15	24
10	29	25	18
10	47	21	23
10	53	4	21
10	51	3	24
11	23	18	17
11	35	18	14
11	50	35	21
11	50	25	8
12	36	17	22
12	48	17	20
12	50	3	30
12	47	3	8

 $f(x)$ Σ $=$ `=SUM(I3:L3)`

I	J	P	Q	R	S
Feel about happy	Feel about hopeful	Feel: Angry	Feel: Indifferent	Feel about positive	Feel about negative
0	0	1	0	0	1
0	0	0	0	1	0
1	0	0	0	1	0
0	1	0	0	1	0
0	0	0	0	0	1
0	0	0	0	1	0
0	0	0	0	0	1
0	0	0	0	0	0
0	0	1	0	0	1
0	0	0	0	1	0
0	0	1	0	0	1

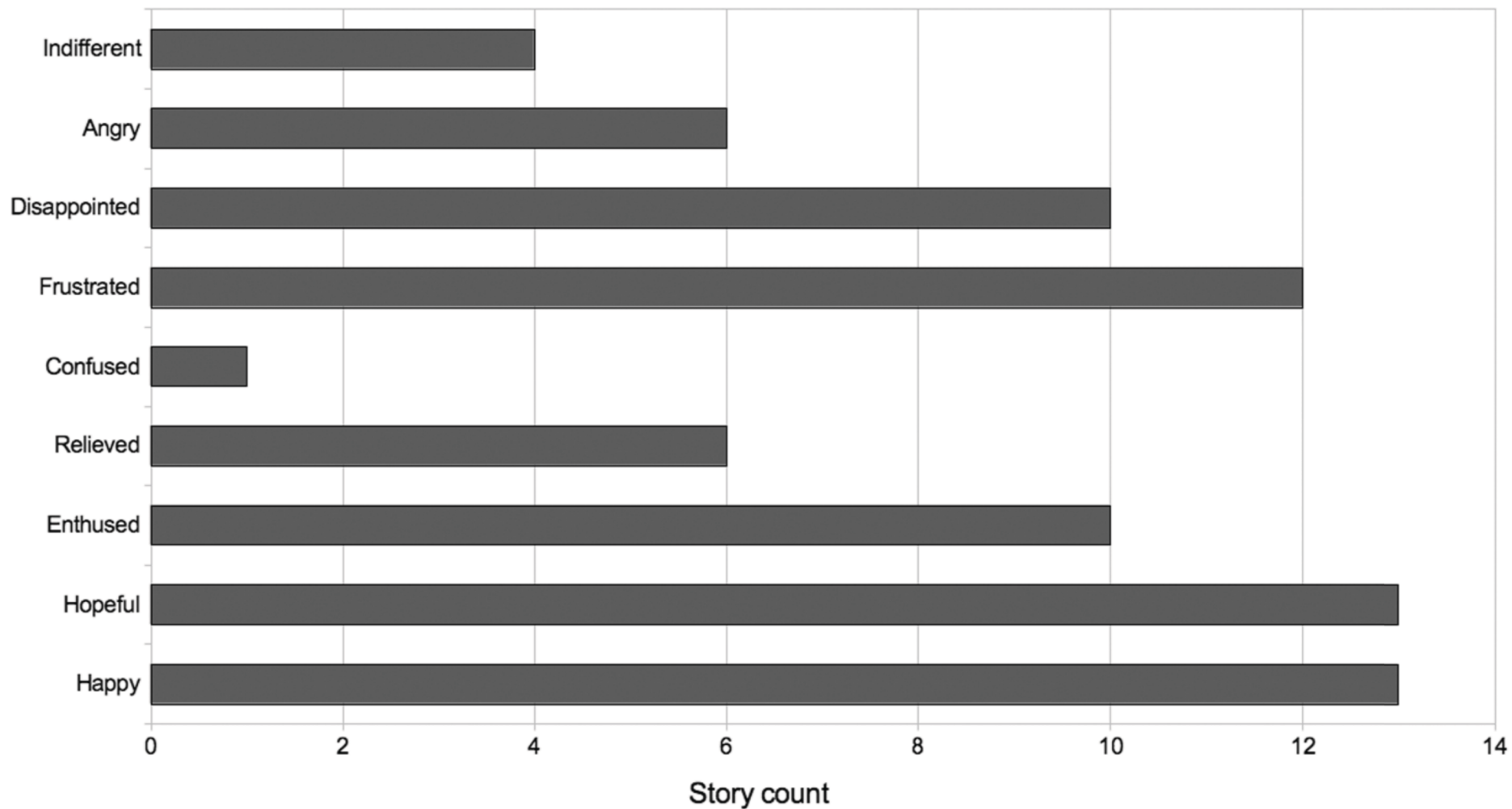
SUM



=COUNTIF(O3:O85;"yes")

	O	P	Q	R	S	T	U	V	W
1	Feel about	Feel about	Feel about	Feel about	Feel about	Feel about	Feel about	Feel about	Feel about
2	Happy	Hopeful	Enthused	Relieved	Confused	Frustrated	Disappointed	Angry	Indifferent
73	yes	no	no	no	no	no	no	no	no
74	no	no	no	yes	no	no	no	no	no
75	no	no	no	no	no	no	yes	no	no
76	no	yes	no	no	no	no	no	no	no
77	no	yes	no	no	no	no	no	no	no
78	no	no	no	no	no	no	no	no	no
79	no	no	no	no	no	no	yes	no	no
80	yes	no	no	no	no	no	no	no	no
81	no	no	no	no	no	no	no	no	yes
82	no	no	no	no	no	yes	no	no	no
83	no	no	yes	no	no	no	no	no	no
84	no	no	no	no	no	no	yes	no	no
85	no	yes	no	no	no	no	no	no	no
86									
87									
88									
89	Feel about	Feel about	Feel about	Feel about	Feel about	Feel about	Feel about	Feel about	Feel about
90	Happy	Hopeful	Enthused	Relieved	Confused	Frustrated	Disappointed	Angry	Indifferent
91	=COUNTIF(O3:O85;"yes")		10	6	1	12	10	6	4

How do you feel about this story?



SUM

f(x)

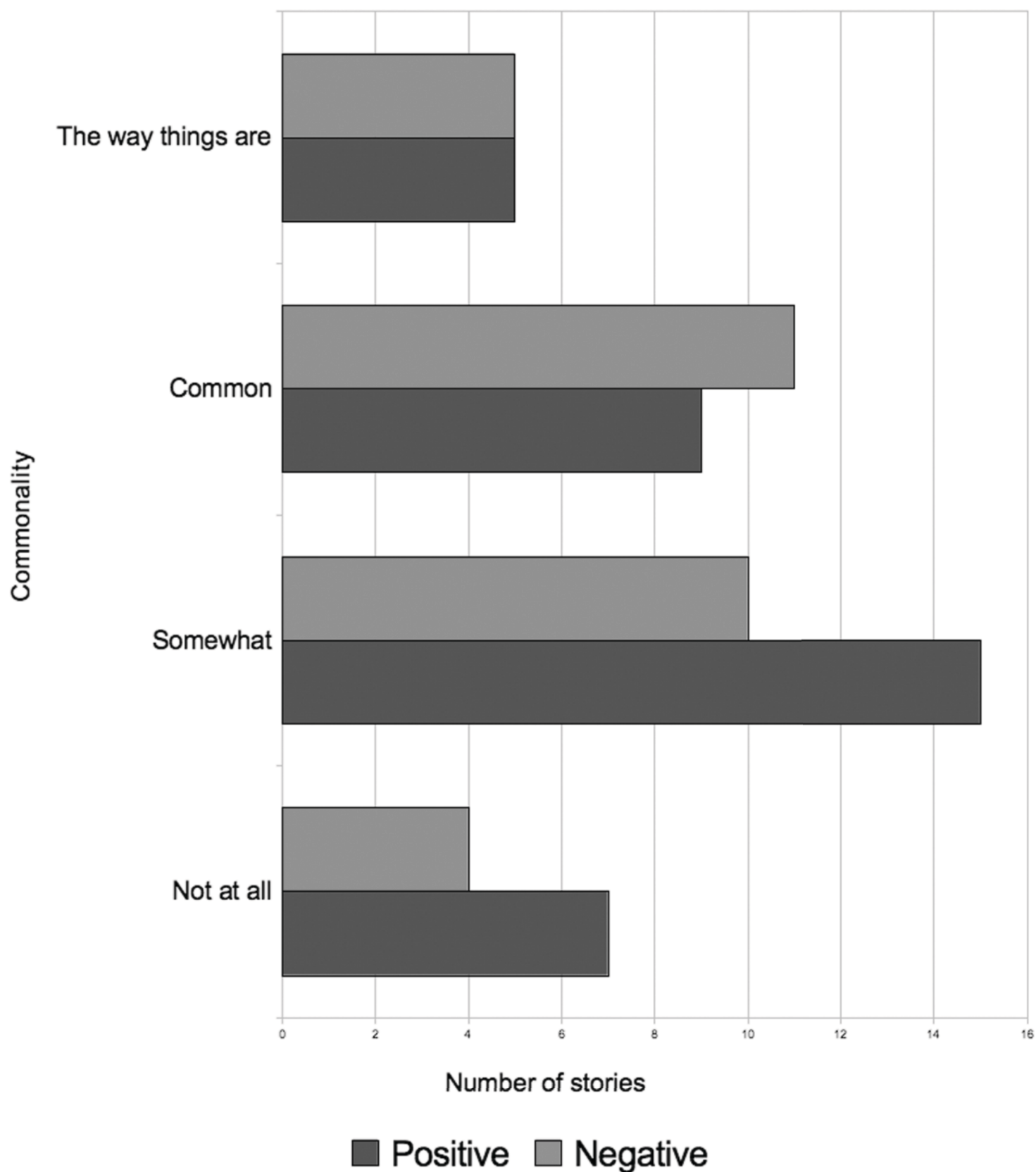


=IF(SUM(R3+T3)>=2;1;0)

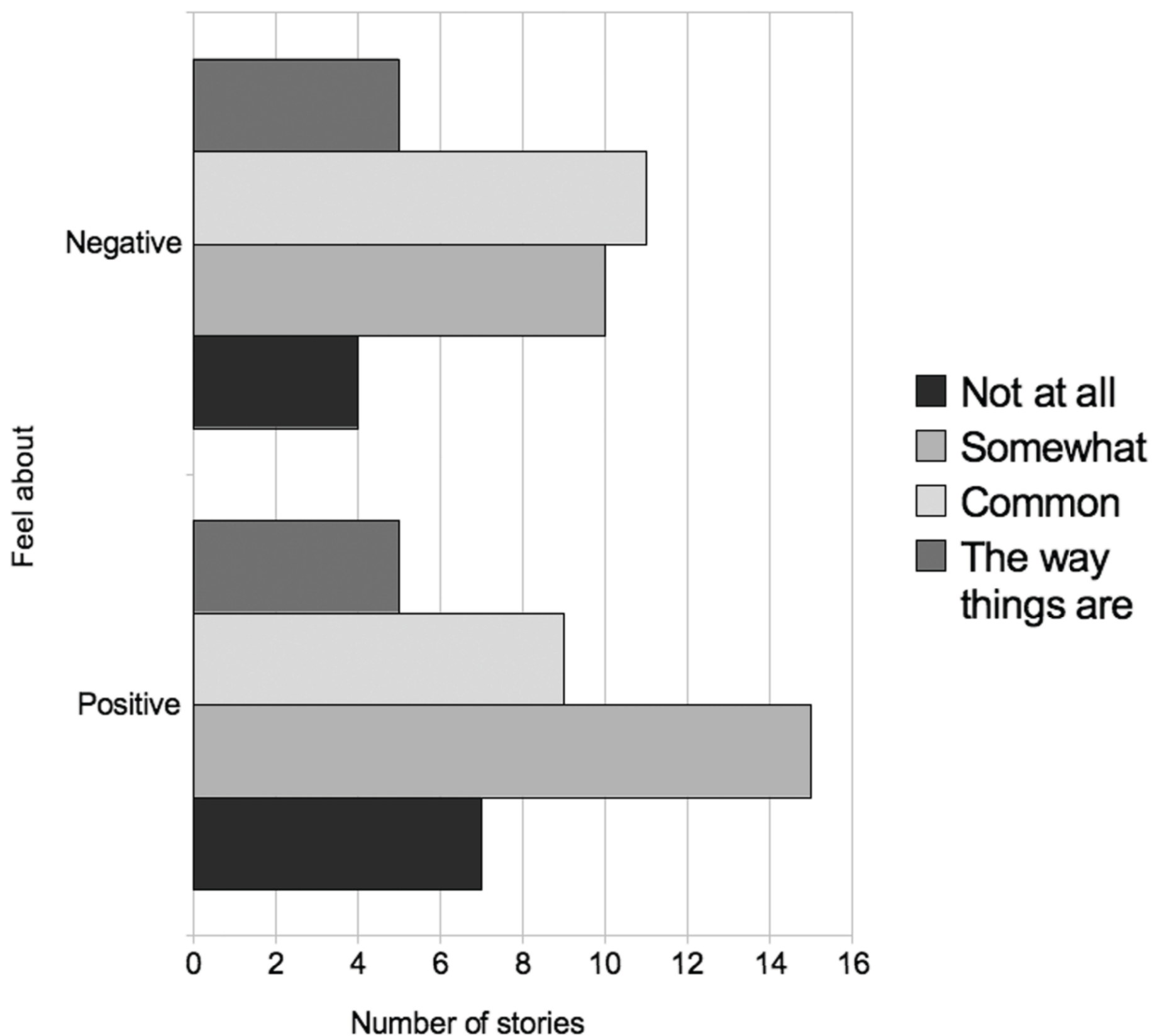
	R	S	T	U	Y	Z	AA	AB
1	Feel about	Feel about	How common	How common	Pos+uncommon	Neg+uncommon	Pos+some	Neg+some
2	positive	negative	not at all	somewhat				
3	0	1	0	1	=IF(SUM(R3+T3)>=2;1;0)		0	1
4	1	0	0	1	0	0	1	0
5	1	0	0	1	0	0	1	0
6	1	0	0	1	0	0	1	0
7	0	1	0	0	0	0	0	0
8	1	0	0	1	0	0	1	0
9	0	1	0	0	0	0	0	0
10	0	0	1	0	0	0	0	0
11	0	1	1	0	0	1	0	0
12	1	0	0	0	0	0	0	0
13	0	1	0	0	0	0	0	0
14	1	0	1	0	1	0	0	0
15	0	1	0	0	0	0	0	0
88	42	33	13	28	7	4	15	10

		Feel about	
		Positive	Negative
How common	Not at all	7	4
	Somewhat	15	10
	Common	9	11
	The way things are	5	5

Feel about x Common



Common x Feel about



A	B	C	D	E
Histogram bins (upper limits)	Relied on	Relied on histogram	Self-confidence	Self-confidence histogram
9	7		61	
19	46		49	
29	16			
39	67			
49	4			
59	45		53	
69	12			
79	38		67	
89	11		85	
100	48		49	

A	B	C
Histogram bins (upper limits)	Relied on	Relied on histogram
9	7	
19	46	
29	16	
39	67	
49	4	
59	45	
69	12	
79	38	
89	11	
100	48	

A	B	C	D	E	F	G	H
Histogram bins (upper limits)	Relied on	Relied on histogram	Self-confidence	Self-confidence histogram	Self-control	Self-control histogram	Developed o
9	7		61		31		
19	46		49		45		
29	16						
39	67						
49	4						
59	45						
69	12						
79	38						
89	11						
100	48						
	0						
	5						
	42						
	45						
	48						

Function Wizard

Functions

Structure

Category

Array

Function

FREQUENCY

GROWTH

LINEST

LOGEST

MDETERM

MINVERSE

MMULT

MUNIT

FREQUENCY

Function result

Returns a frequency distribution as a vertical array.

data (required)

The array of the data.

data

f_x

B3:B85

classes

f_x

A	B	C	D	E	F	G	H
Histogram bins (upper limits)	Relied on	Relied on histogram	Self-confidence	Self-confidence histogram	Self-control	Self-control histogram	Developed o
9	7		61		31		
19	46		49		45		
29	16						
39	67						
49	4						
59	45						
69	12						
79	38						
89	11						
100	48						
	0						
	5						
	42						
	45						
	48						

Function Wizard

Functions

Structure

Category

Array

Function

FREQUENCY

GROWTH

LINEST

LOGEST

MDETERM

MINVERSE

MMULT

MUNIT

SUMPRODUCT

FREQUENCY

Function result

Returns a frequency distribution as a vertical array.

classes (required)

The array for forming classes.

data

f_x

B3:B85

classes

f_x

A3:A12

A	B	C
Histogram bins (upper limits)	Relied on	Relied on histogram
9	7	11
19	46	7
29	16	6
39	67	10
49	4	17
59	45	10
69	12	6
79	38	1
89	11	0
100	48	2

A	B
Histogram bins (upper limits)	bin labels for graphing
9	0-9
19	10-19
29	20-29
39	30-39
49	40-49
59	50-59
69	60-69
79	70-79
89	80-89
100	90-100

A	B	C	D
Histogram bins (upper limits)	bin labels for graphing	Relied on	Relied on histogram
9	0-9	7	11
19	10-19	46	7
29	20-29	16	6
39	30-39	67	10
49	40-49	4	17
59	50-59	45	10
69	60-69	12	6
79	70-79	38	1
89	80-89	11	0
100	90-100	48	2

Choose titles, legend, and grid settings

Title

Subtitle

X axis

Y axis

Z axis

☐ Display legend

☐ Left

☒ Right

☐ Top

☐ Bottom

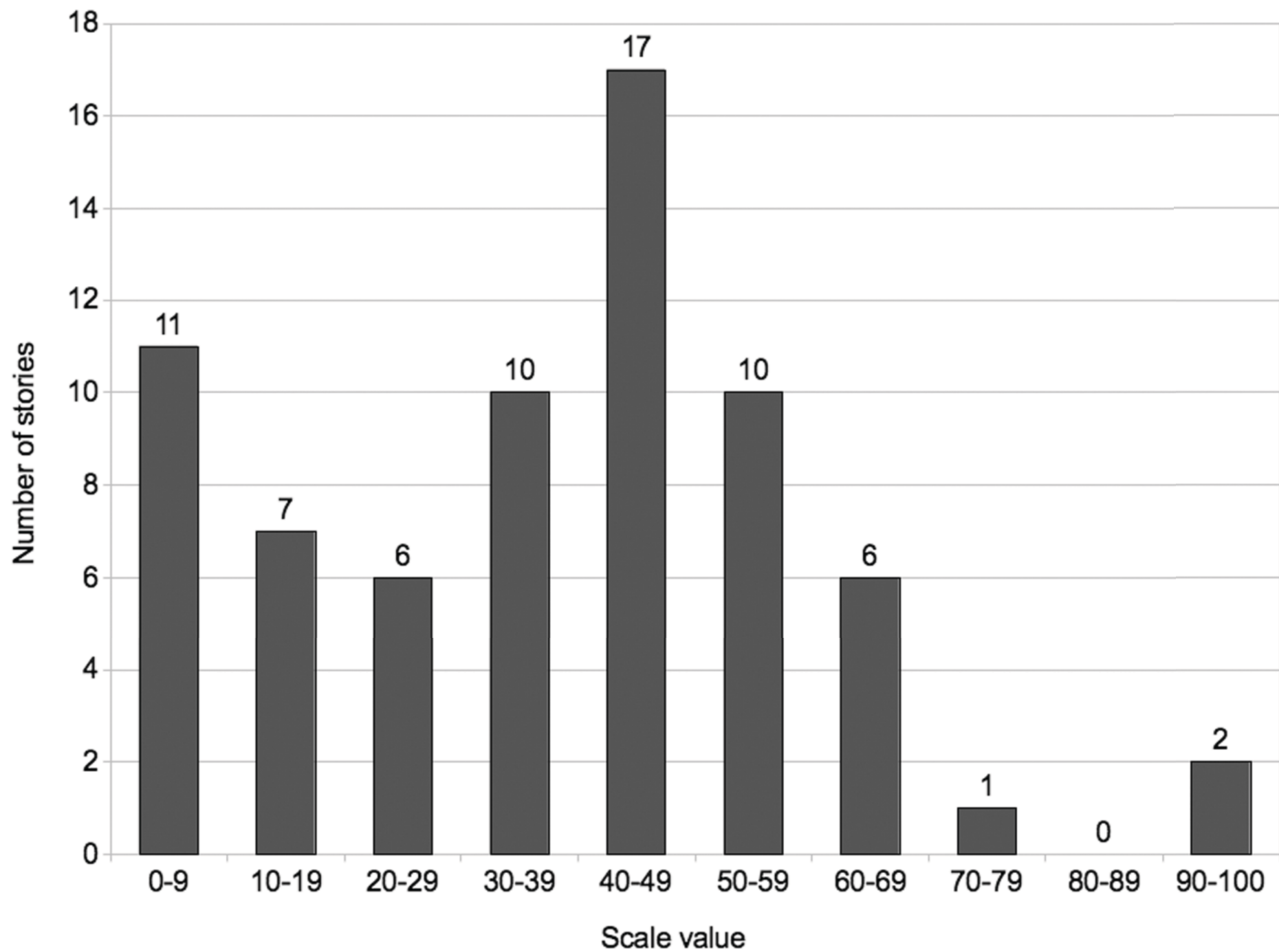
Display grids

☐ X axis

☒ Y axis

☐ Z axis

Relied on self to others

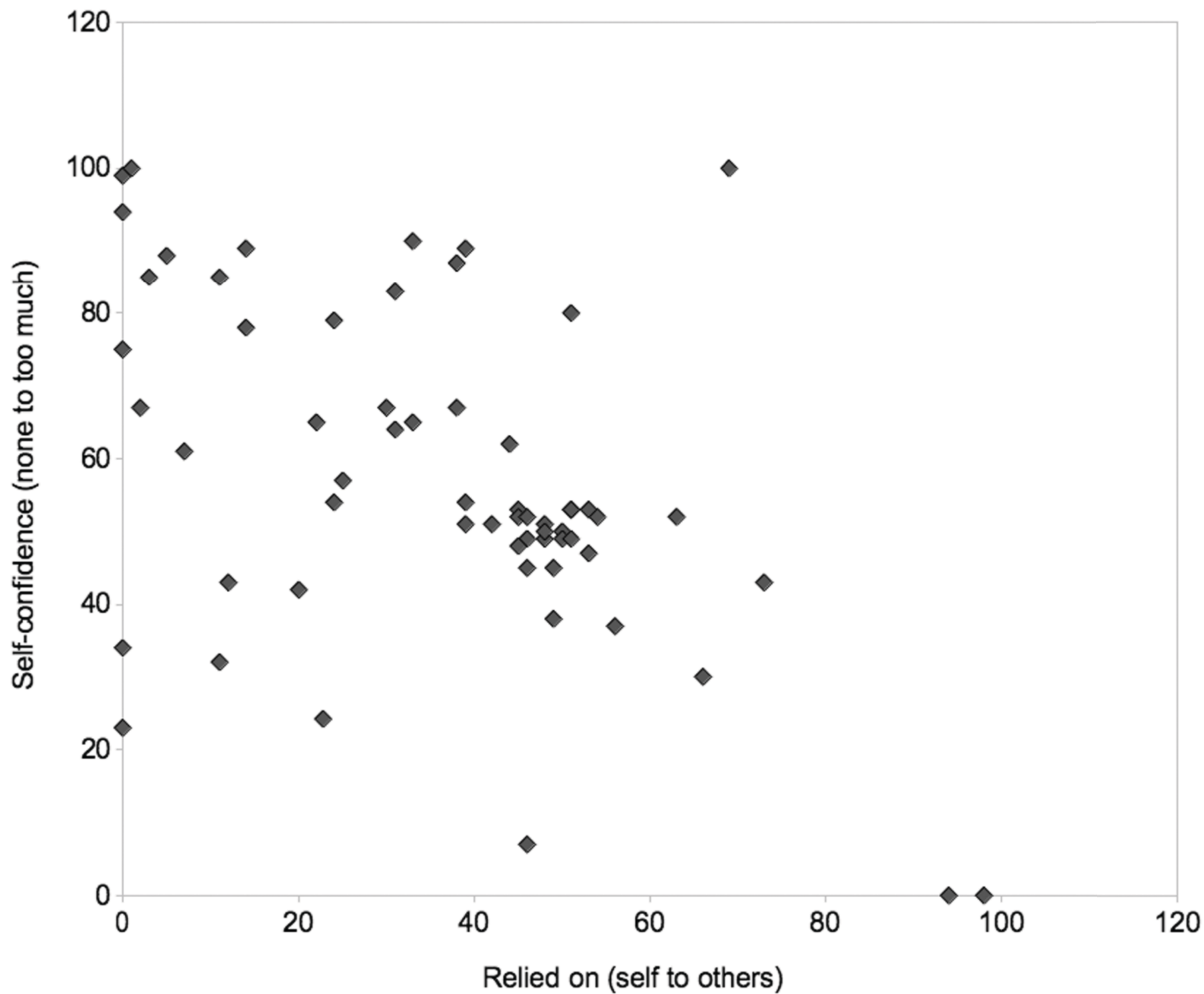


G	H	R	S
Held others accountable	Demonstrated leadership	Feel about +	Feel about -
97	1	0	1
	13	0	1
59	86	0	1
90	50	0	0
95		0	1
	3	0	1
89	90	0	1
45	50	0	0
46	46	0	0
46		0	1
		0	1
		0	1
92	91	0	1
96	11	0	1
87	94	0	1
49	47	1	0
65	75	1	0
39	54	1	0
47	47	1	0
47	47	1	0
		1	0
		1	0
51	56	1	0
50	46	1	0

FREQUENCY     =IF(AND(R4=1;SUM(T4:U4)=1);C4;" ")

	C	R	S	T	U	V	W	X	
1	Relied on	Feel about	Feel about	How common	How common	How common	How common	Relied on	
2	self to others	positive	negative	not at all	somewhat	common	the way things are	Pos+less common	
3	7	0	1	0	1	0	0		
4	46	1	0	0	1	0	0	=IF(AND(R4=1;SUM(T4:U4)=1);C4;" ")	
5	16	1	0	0	1	0	0	IF(▶ Test; Then_value; Otherwise_value)	
6	67	1	0	0	1	0	0	67	

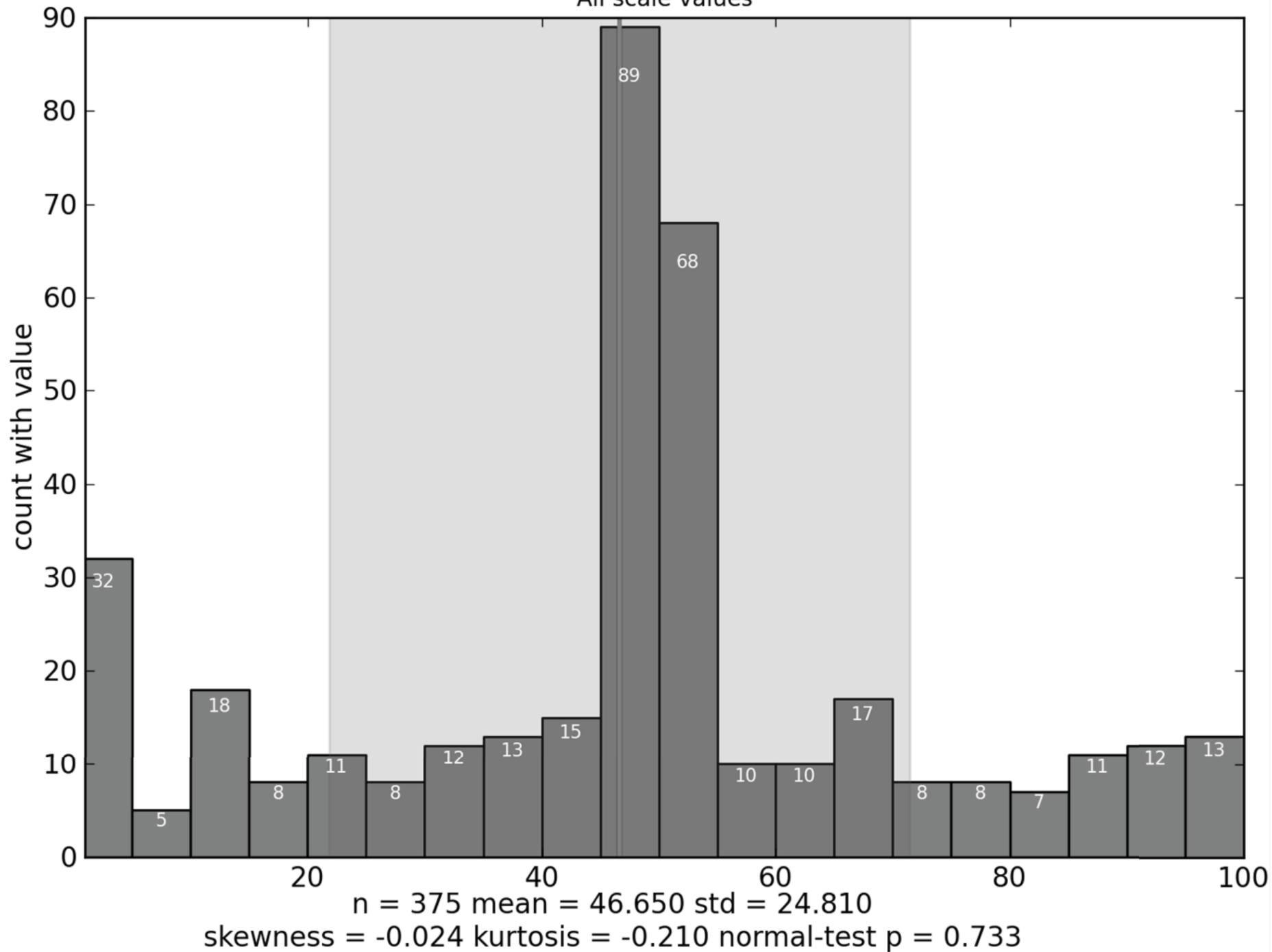
Relied on vs Self-confidence



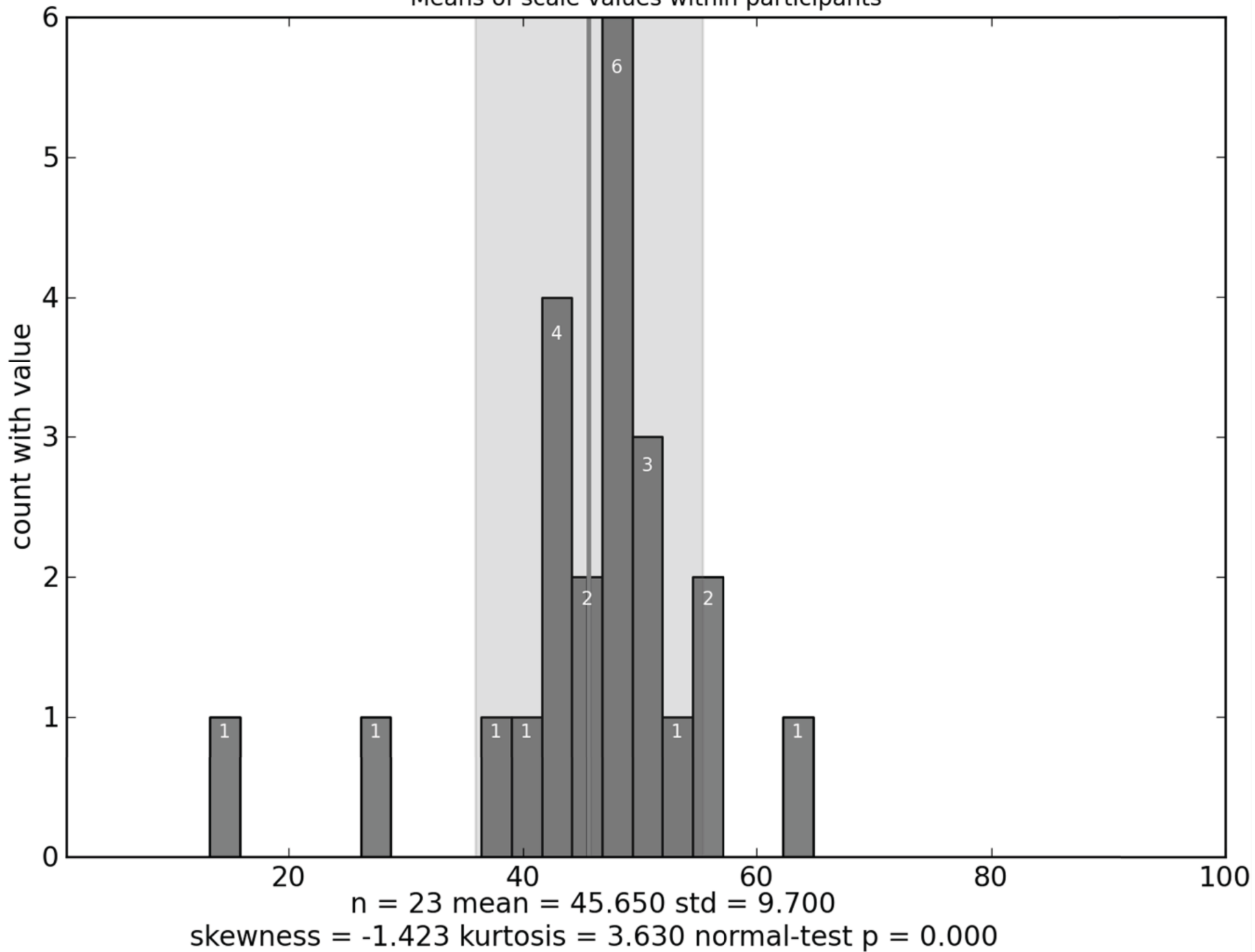


C	D	E	F	G
Field ID	About	Response Type	Responses	Lumped
Story title	story	Other Text Box		
Participant number	participant	Other Text Box		
Leader relied on	story	Numerical range		
Leader had self-confidence	story	Numerical range		
Leader had self-control	story	Numerical range		
Leader developed others	story	Numerical range		
Leader held others accountable	story	Numerical range		
Leader demonstrated leadership	story	Numerical range		
How feel about story	story	Single choice	happy	positive
How feel about story	story	Single choice	hopeful	positive
How feel about story	story	Single choice	enthused	positive
How feel about story	story	Single choice	relieved	positive
How feel about story	story	Single choice	confused	negative
How feel about story	story	Single choice	frustrated	negative
How feel about story	story	Single choice	disappointed	negative
How feel about story	story	Single choice	angry	negative
How feel about story	story	Single choice	indifferent	negative
How common	story	Single choice	not common	not common
How common	story	Single choice	somewhat common	somewhat common
How common	story	Single choice	common	common
How common	story	Single choice	the way things are	the way things are

All scale values

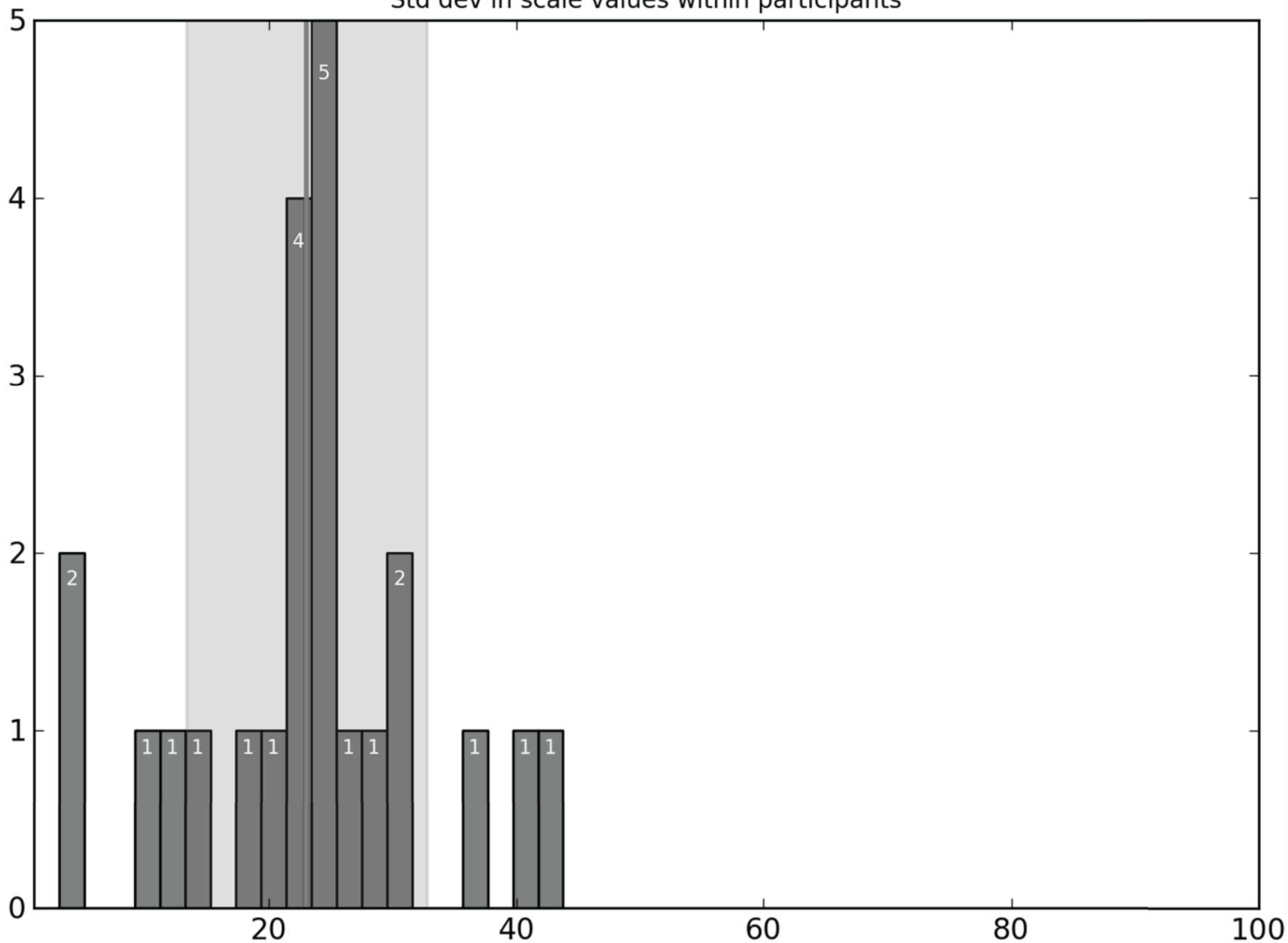


Means of scale values within participants

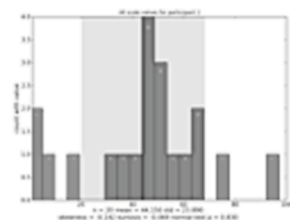


Std dev in scale values within participants

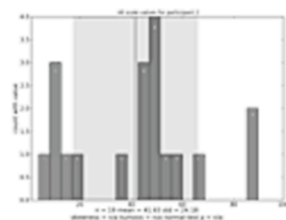
count with value



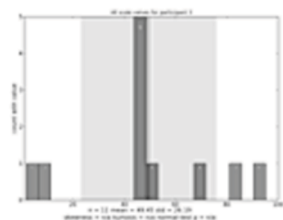
n = 23 mean = 23.040 std = 9.740
skewness = -0.089 kurtosis = 0.051 normal-test p = 0.799



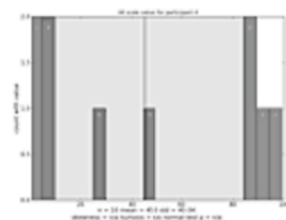
1.png



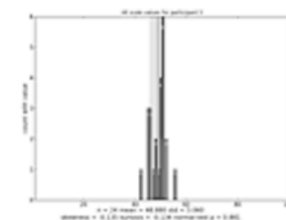
2.png



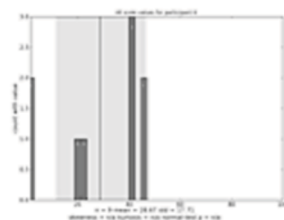
3.png



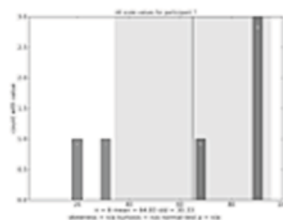
4.png



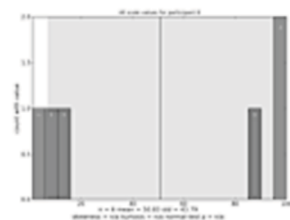
5.png



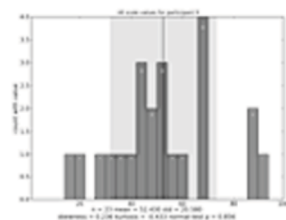
6.png



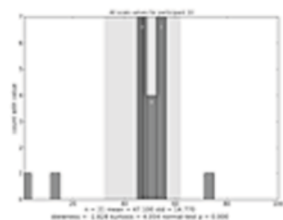
7.png



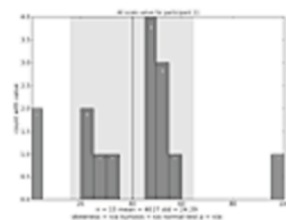
8.png



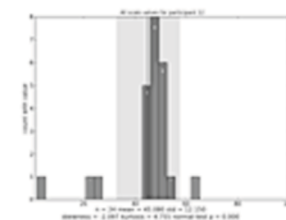
9.png



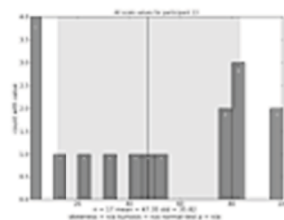
10.png



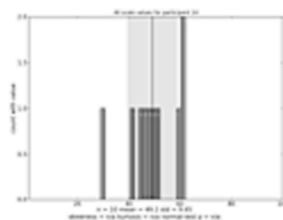
11.png



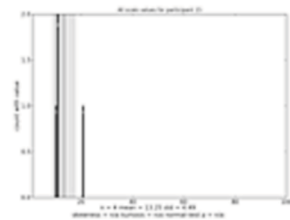
12.png



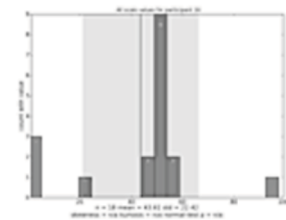
13.png



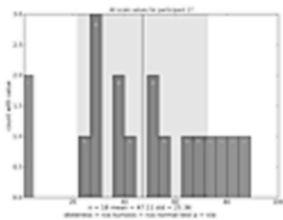
14.png



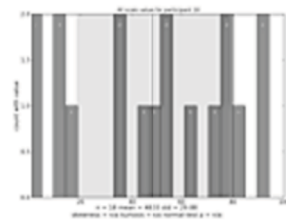
15.png



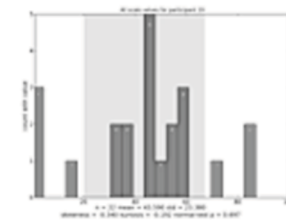
16.png



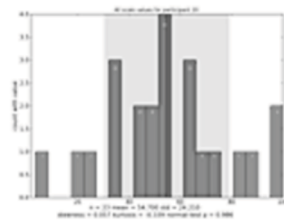
17.png



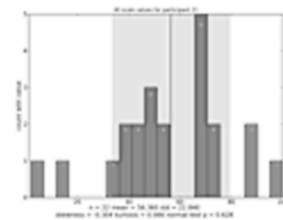
18.png



19.png



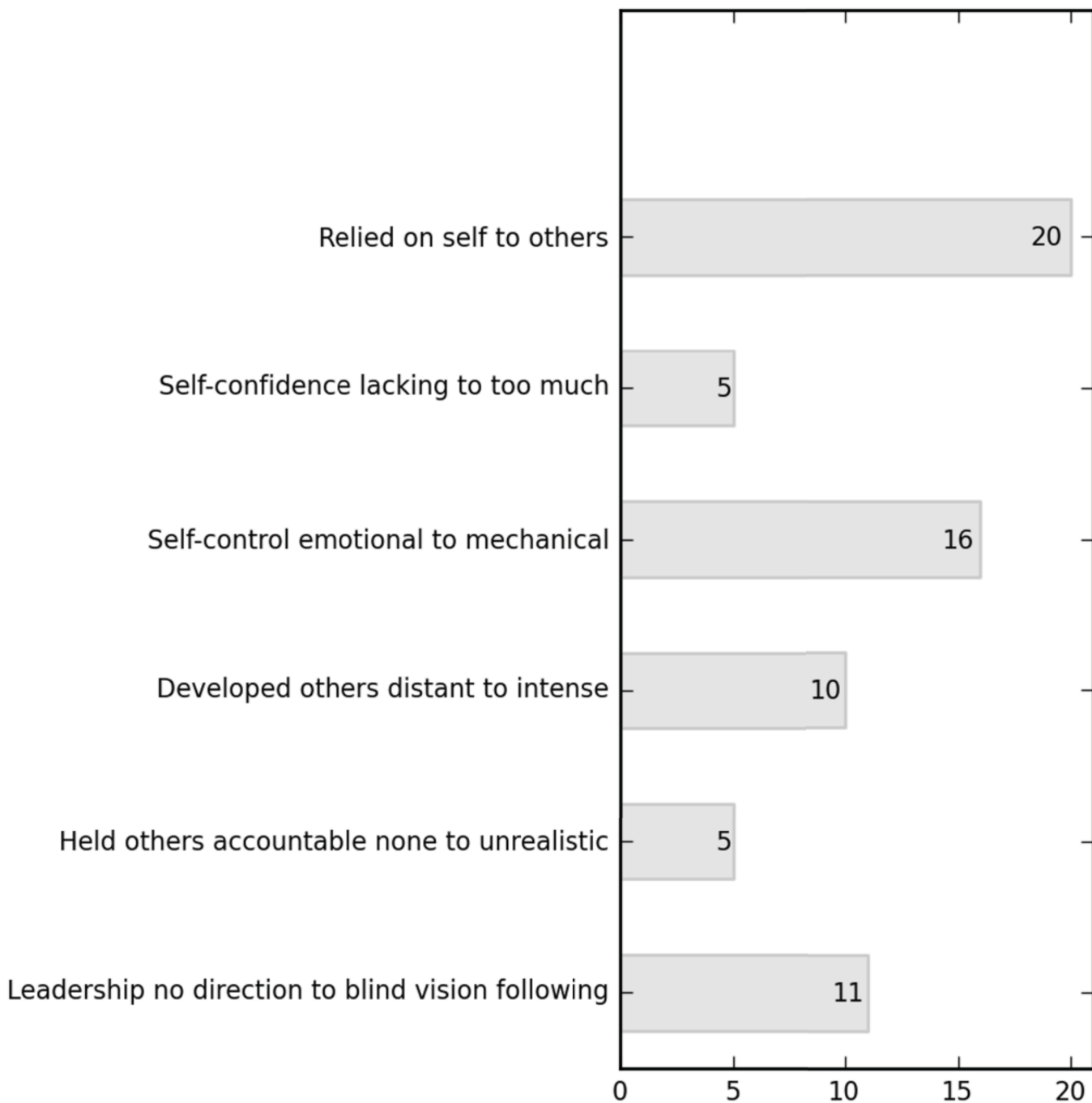
20.png



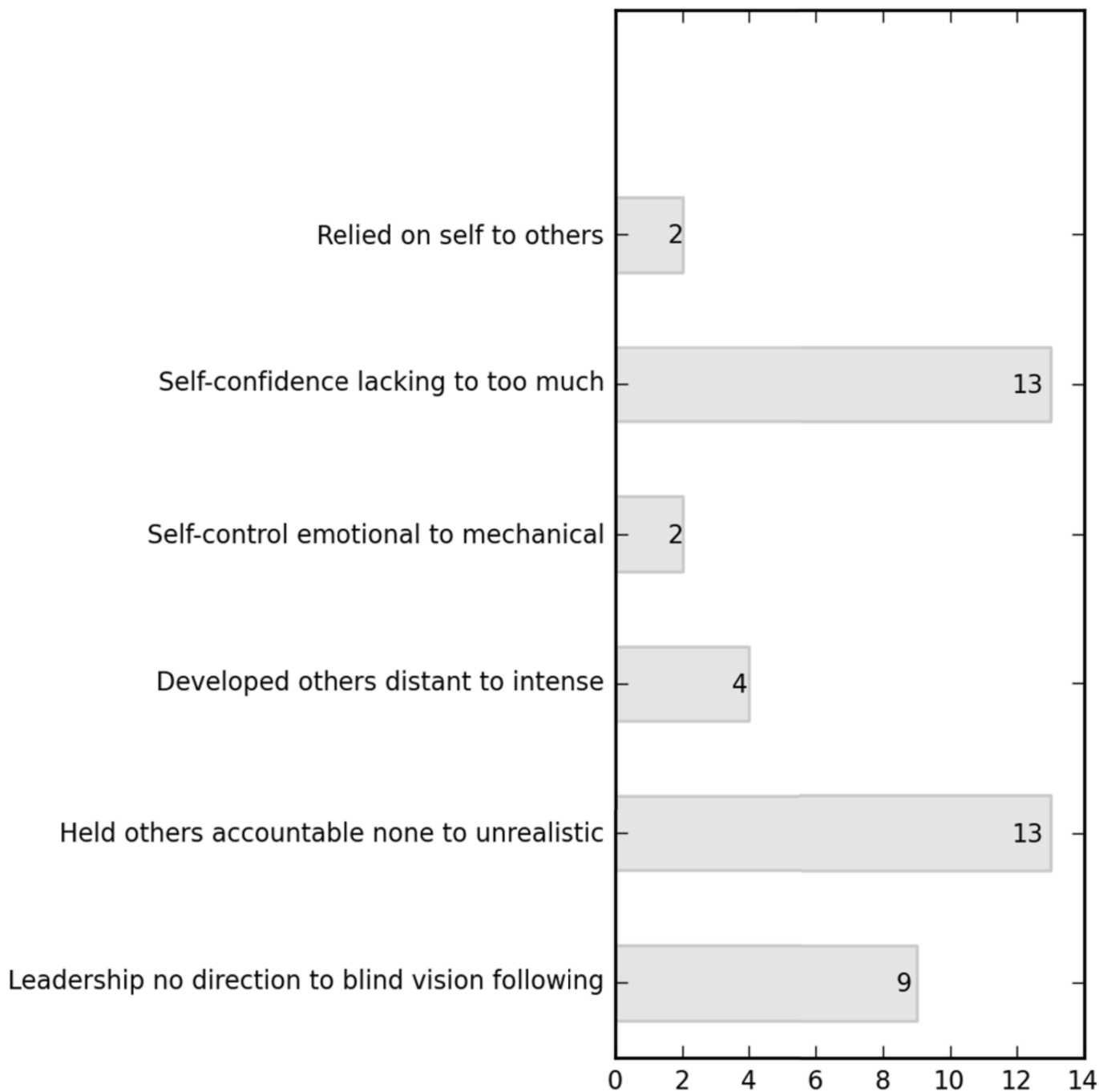
21.png

[illegible]

Number of stories with value 20 or below



Number of stories with value 80 or above

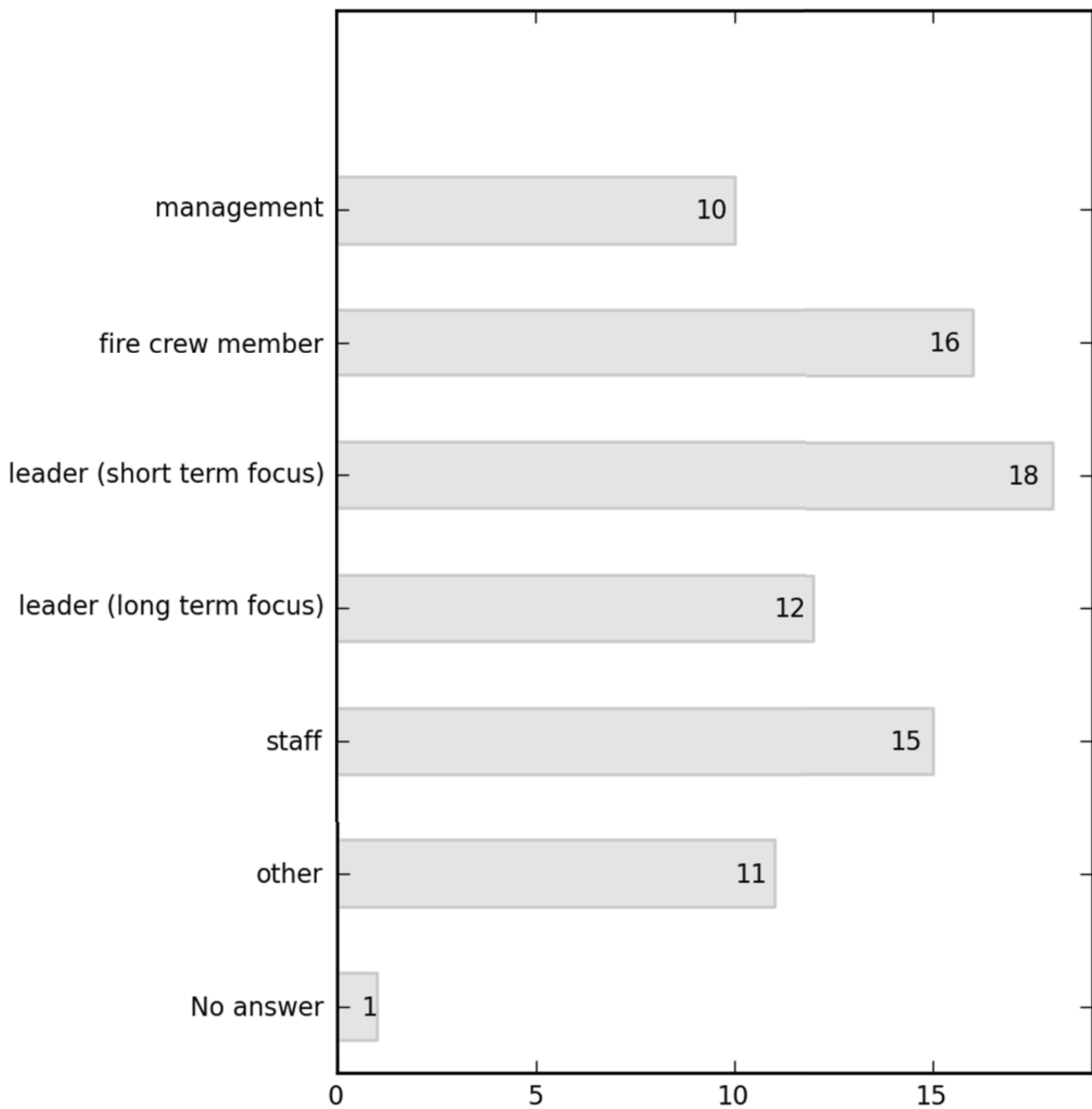


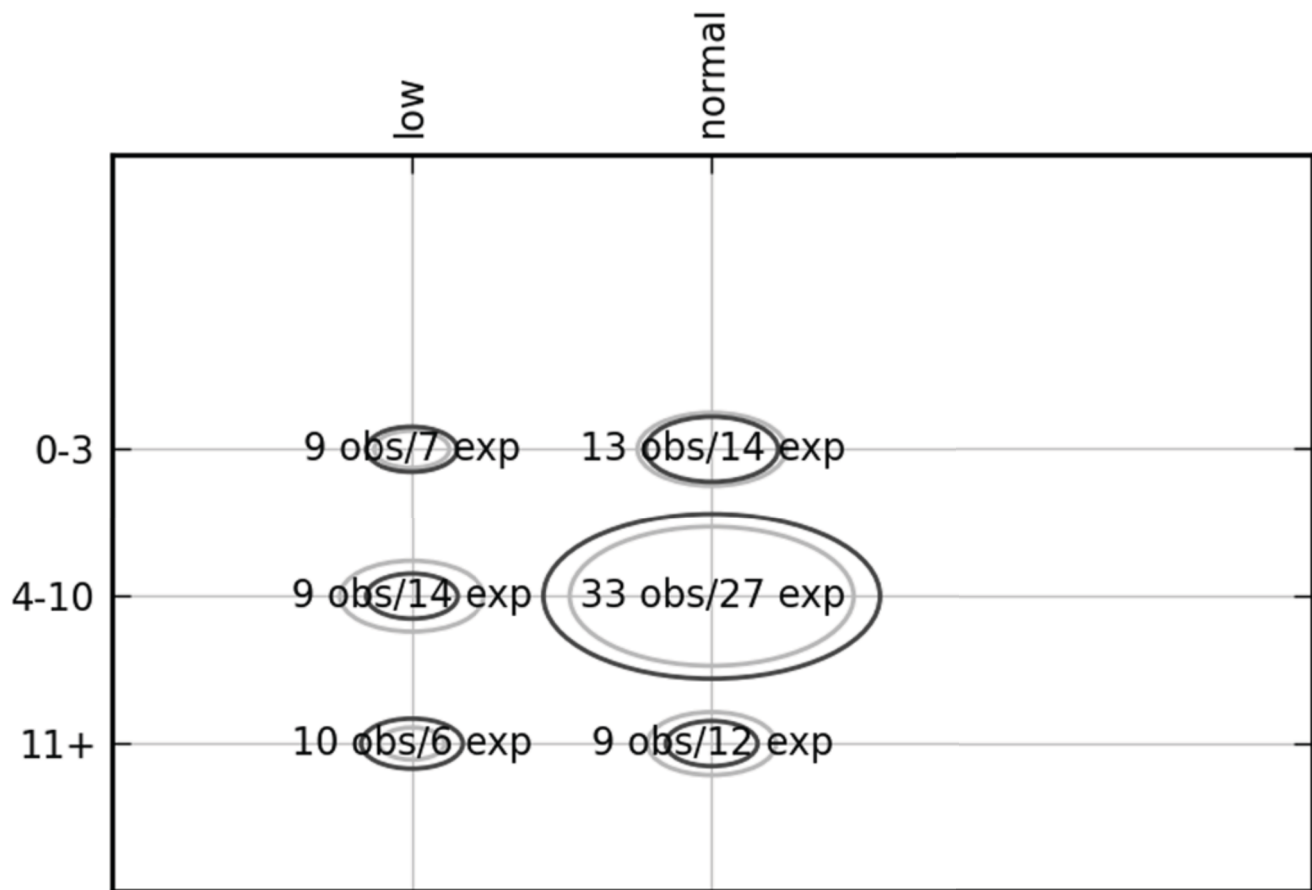
A	B	C
Question	Answer	Mean num stories
Age	20-29 years	3.44
Age	30-39 years	3.64
Age	40-49 years	4
Experience	Less than 5 years	4
Experience	5 to 10 years	3.5
Experience	10 to 15 years	3.43
Experience	15 to 20 years	4
Time in current position	Less than 5 years	3.71
Time in current position	5 to 7 years	3.8
Time in current position	7 to 10 years	3
Time in current position	Over 10 years	3

Number N/As or missing values per scale



Perspective

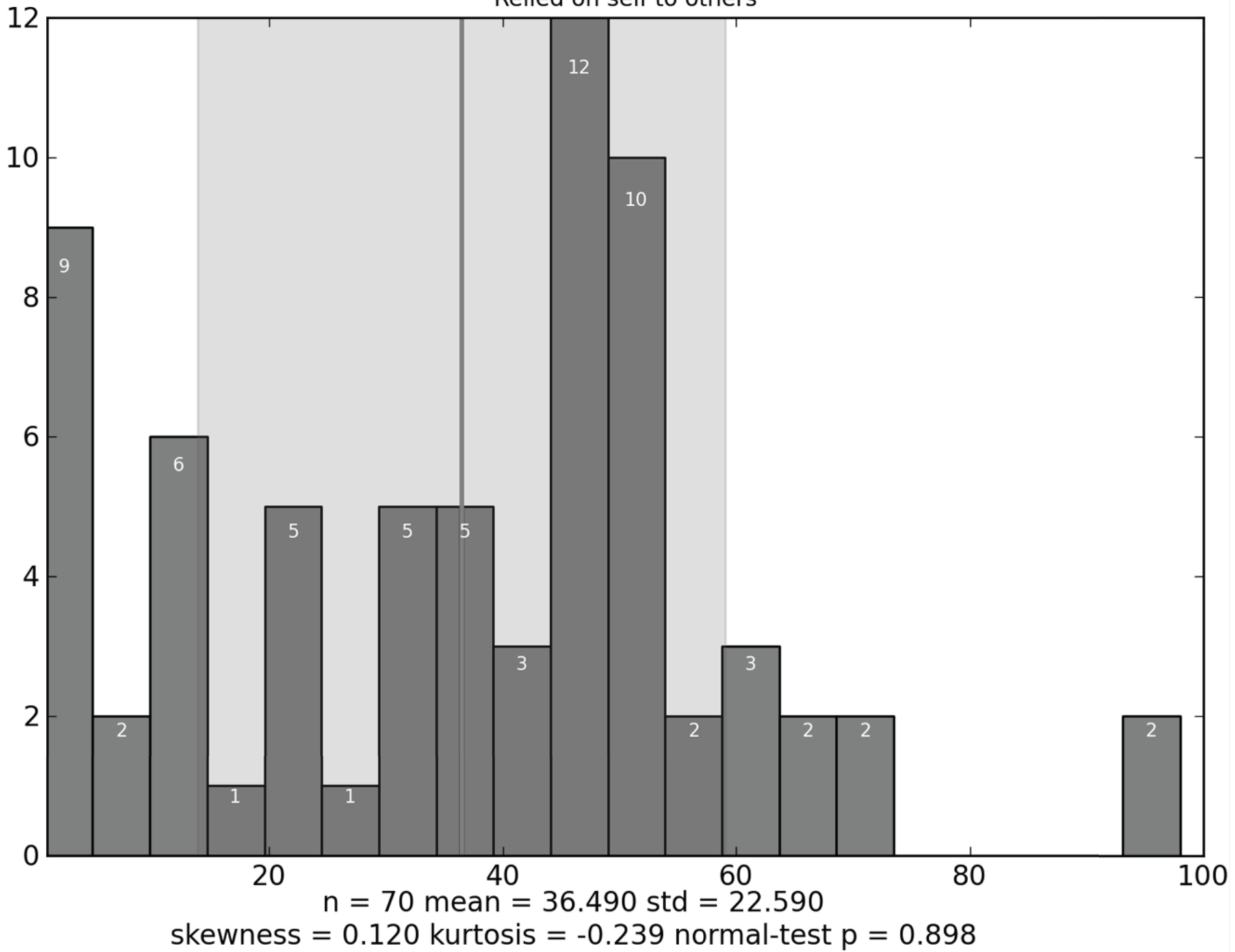




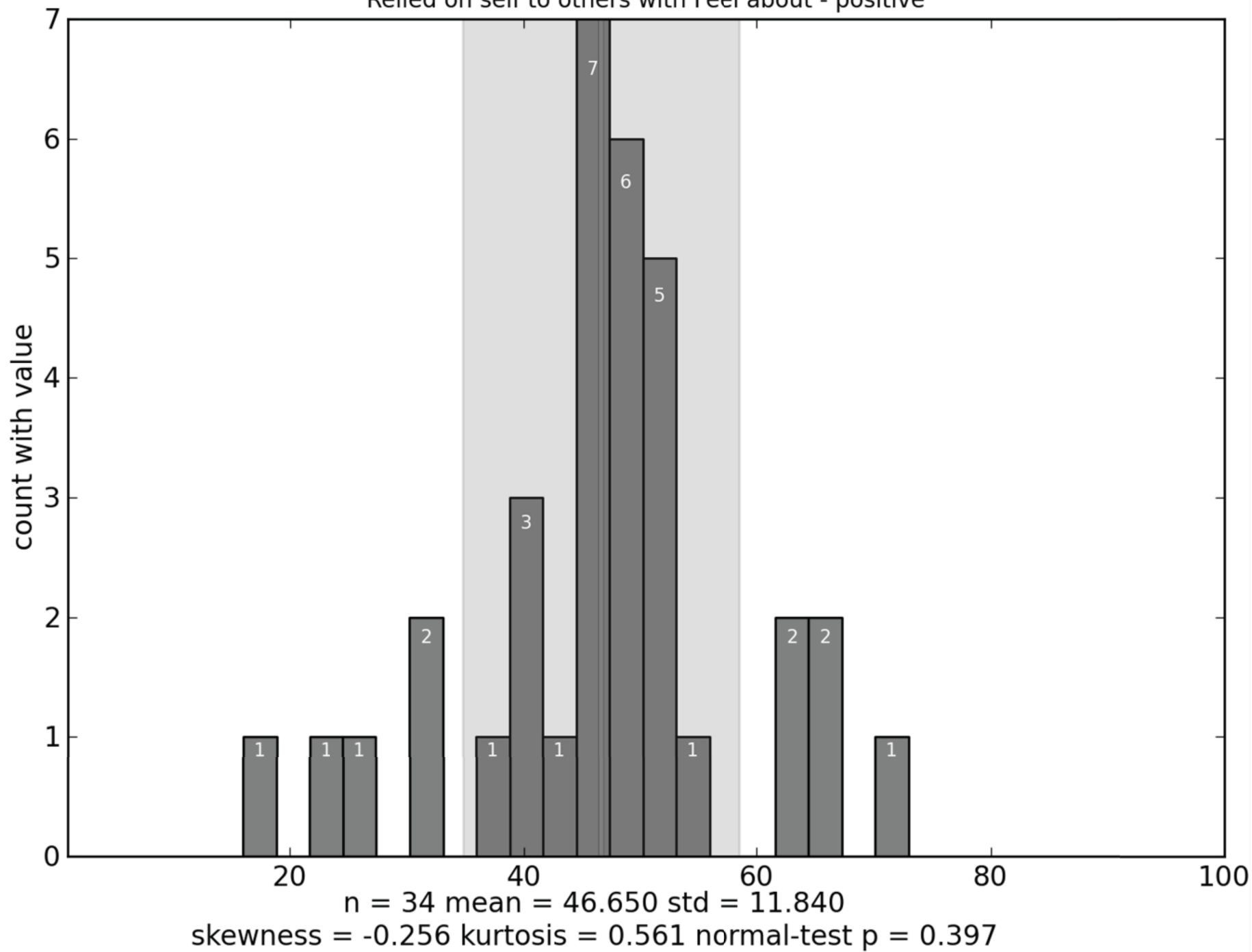
Scale data quality X Num story is about answers
Chi squared = 6.387, $p = 0.041$ (red observed, grey expected)

Relied on self to others

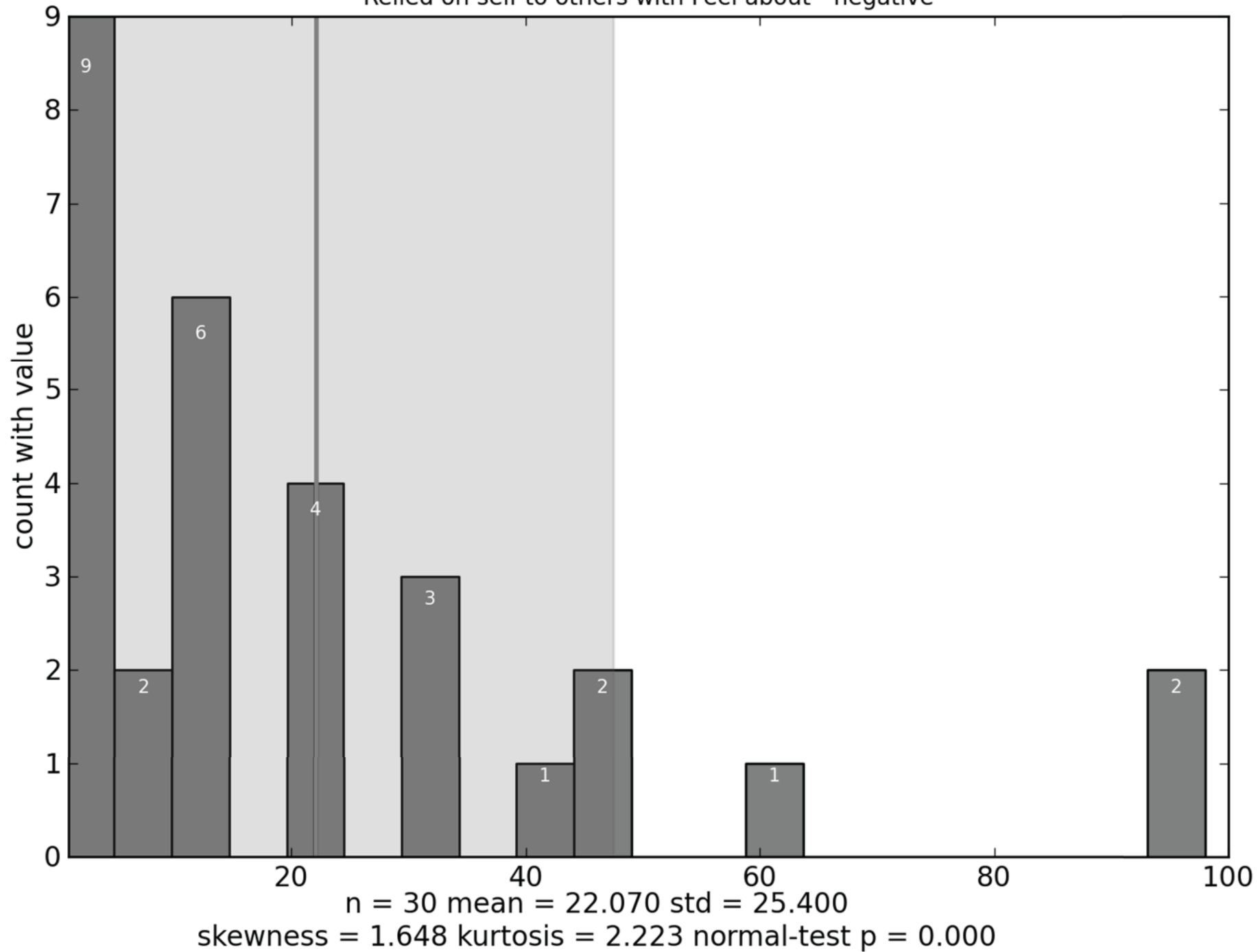
count with value



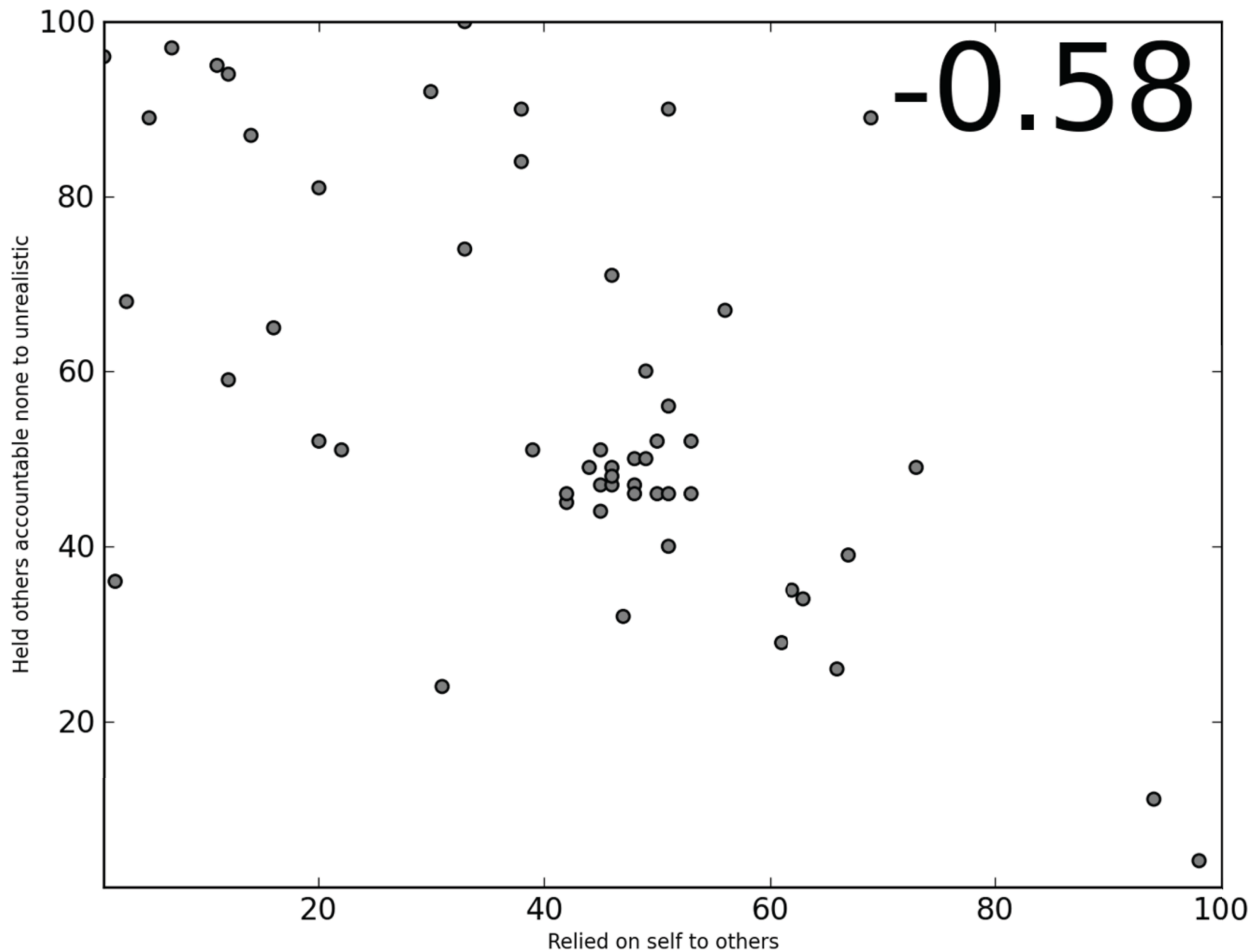
Relied on self to others with Feel about - positive

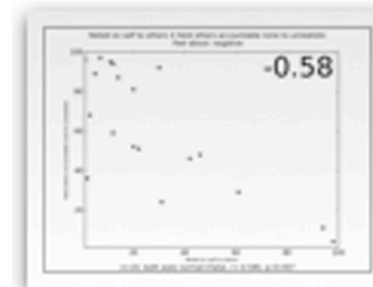
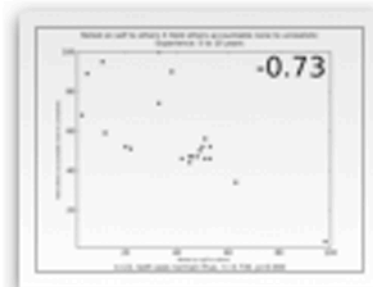
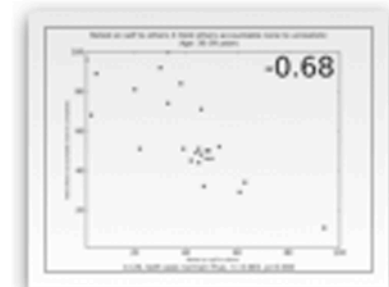
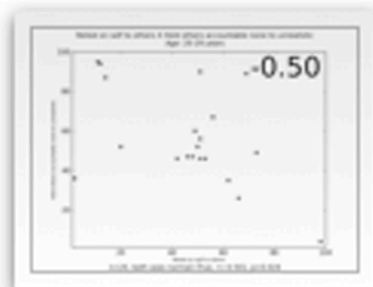


Relied on self to others with Feel about - negative



Relied on self to others X Held others accountable none to unrealistic



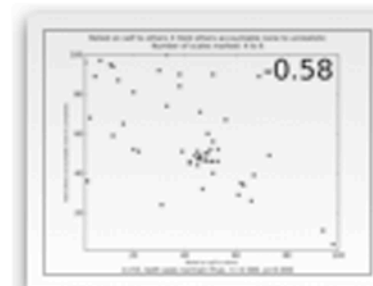
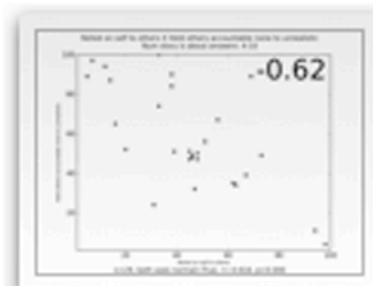
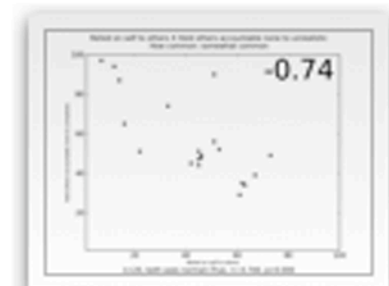
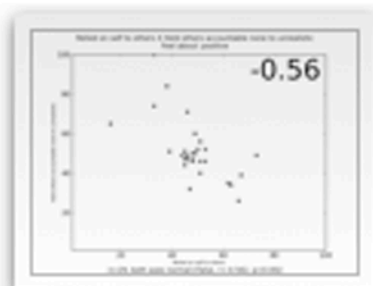


Relied on self to others X
Held others ...29 years.png

Relied on self to others X
Held others ...39 years.png

Relied on self to others X
Held others ...10 years.png

Relied on self to others X
Held others ...negative.png

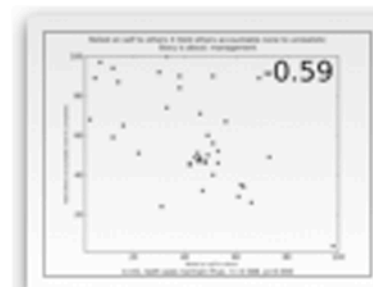
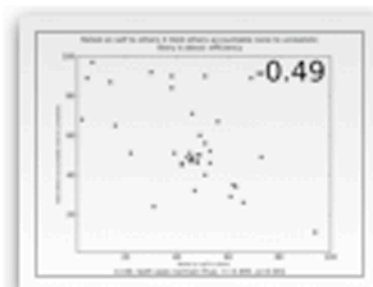
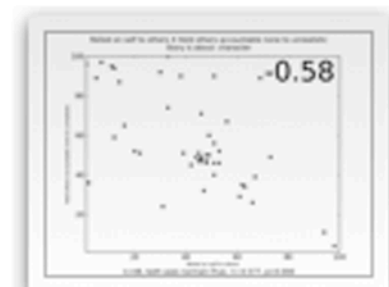
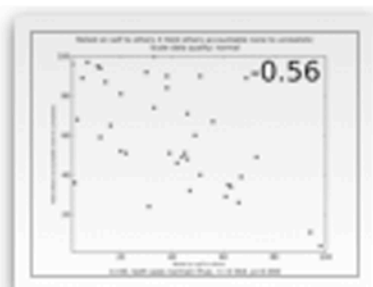


Relied on self to others X
Held others ... positive.png

Relied on self to others X
Held others ...common.png

Relied on self to others X
Held others a...ers 4-10.png

Relied on self to others X
Held others ...d 4 to 6.png

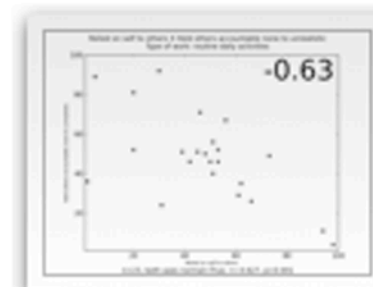
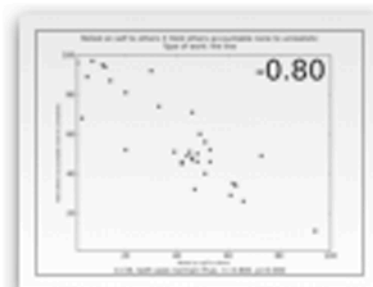
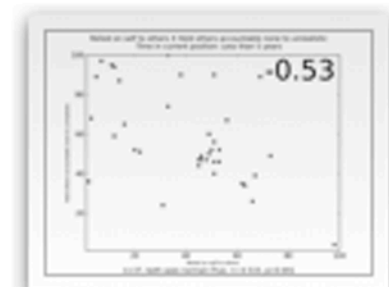
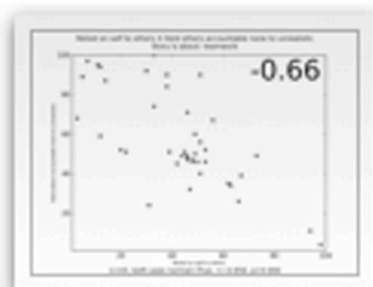


Relied on self to others X
Held others a...y normal.png

Relied on self to others X
Held others ...haracter.png

Relied on self to others X
Held others ...fficiency.png

Relied on self to others X
Held others ...agement.png



Relied on self to others X
Held others ...amwork.png

Relied on self to others X
Held others ... 5 years.png

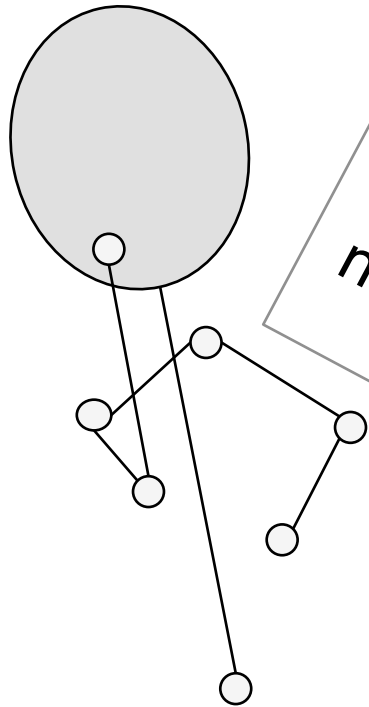
Relied on self to others X
Held others ... fire line.png

Relied on self to others X
Held others a...activities.png

Unremarkable.

NEWS

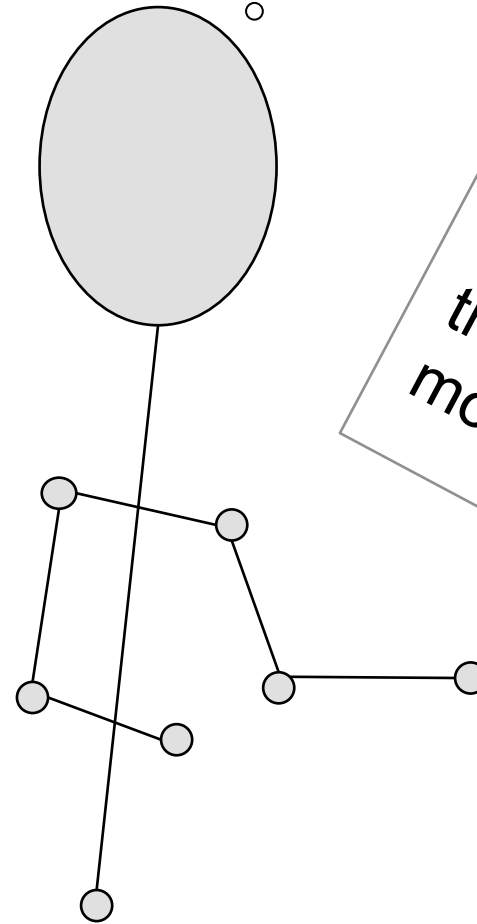
People who told
stories about
failure rated
them more
negatively.



Now THAT's worth
remarking on.

NEWS

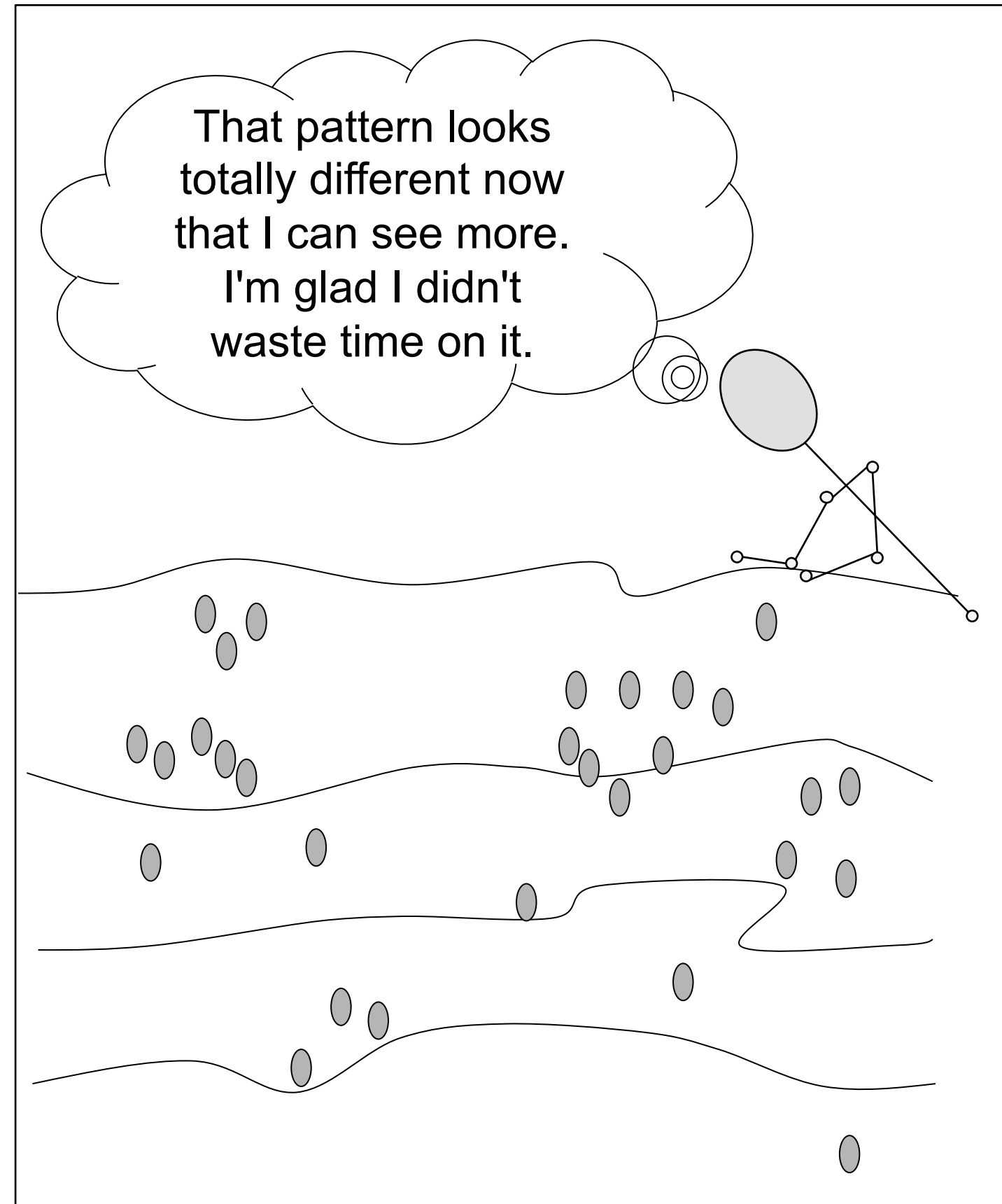
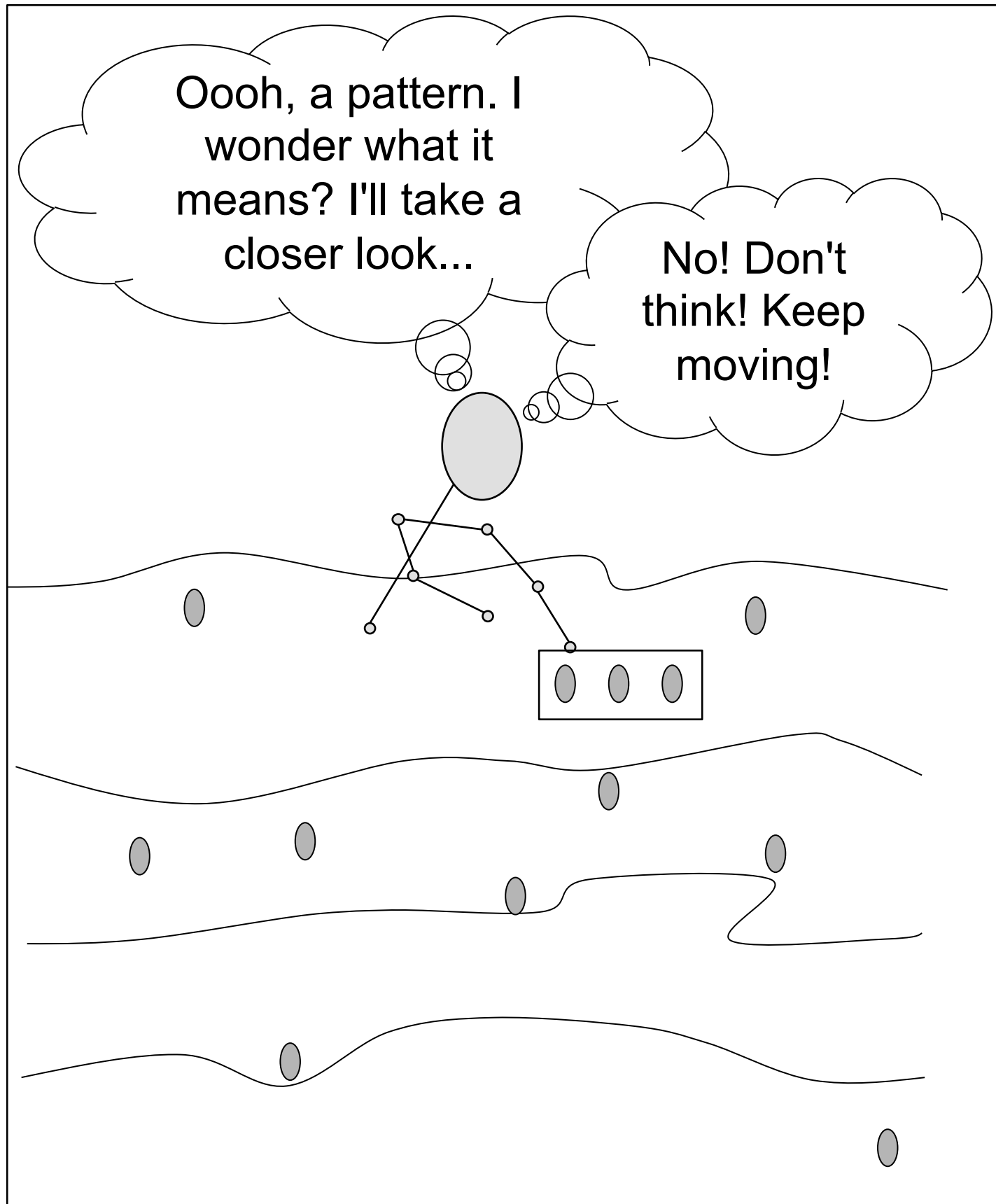
Non-English
speakers rated
their stories
more negatively.

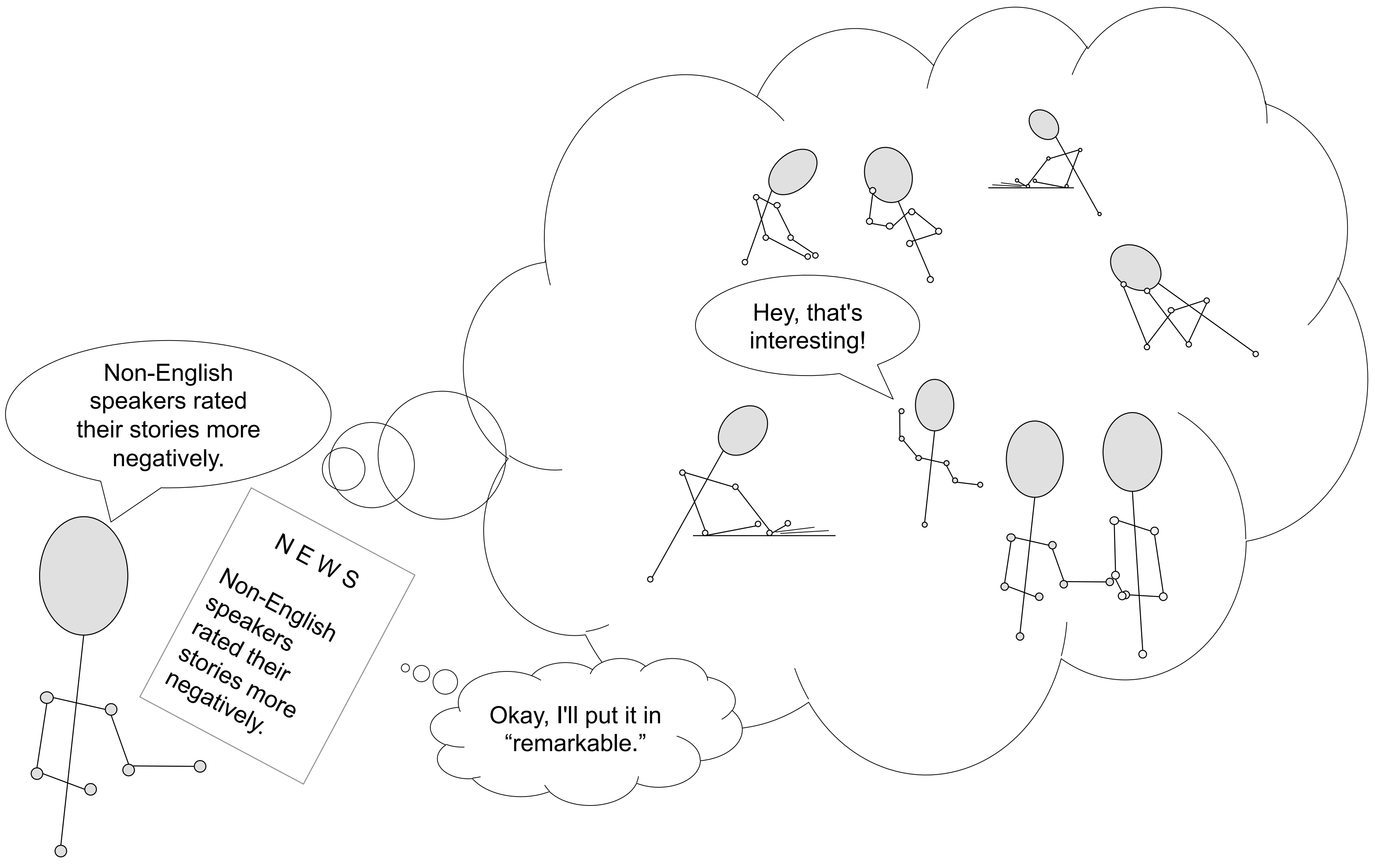


Oooh, a pattern. I
wonder what it
means? I'll take a
closer look...

No! Don't
think! Keep
moving!

That pattern looks
totally different now
that I can see more.
I'm glad I didn't
waste time on it.



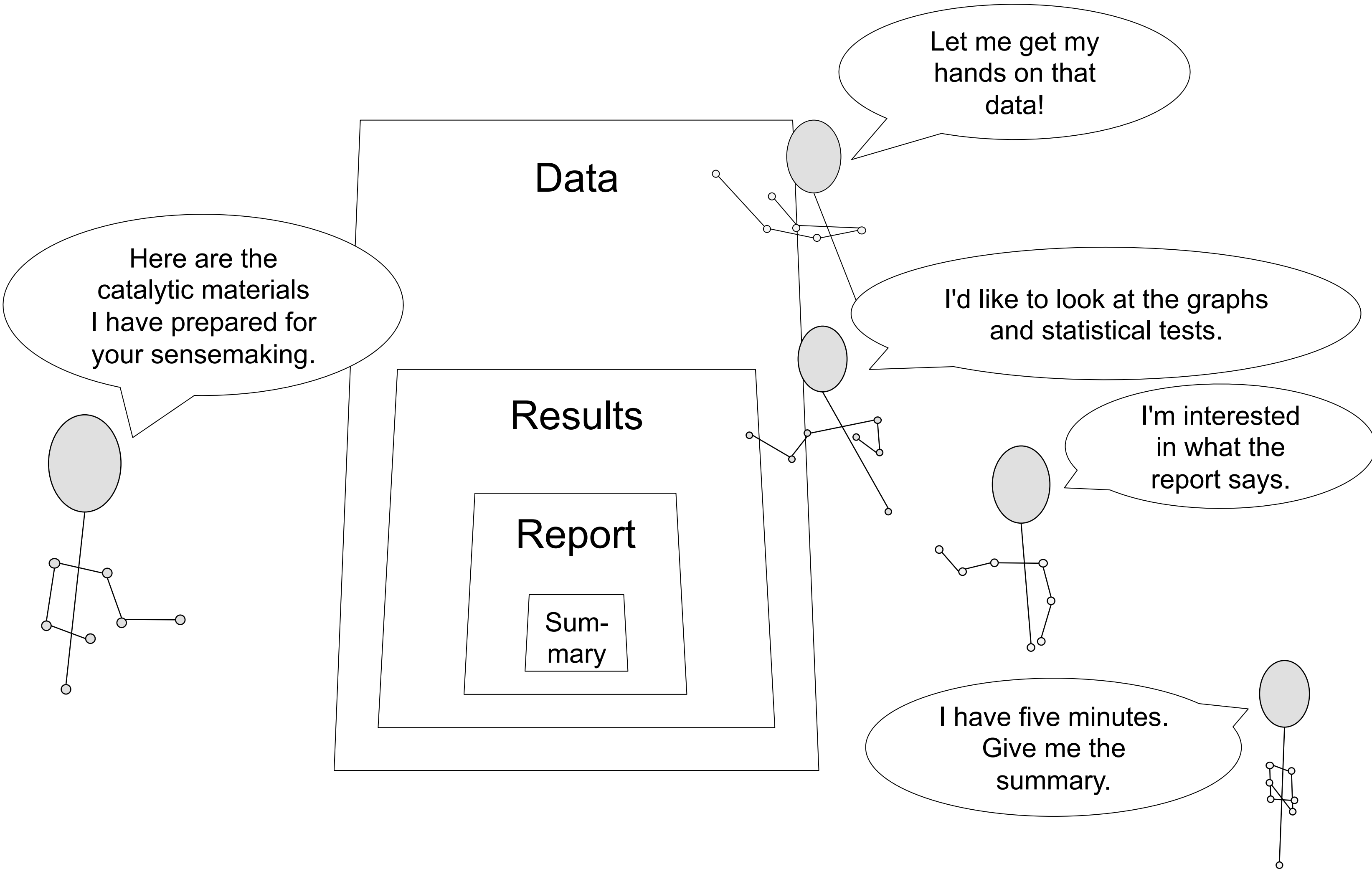


Hey, that's interesting!

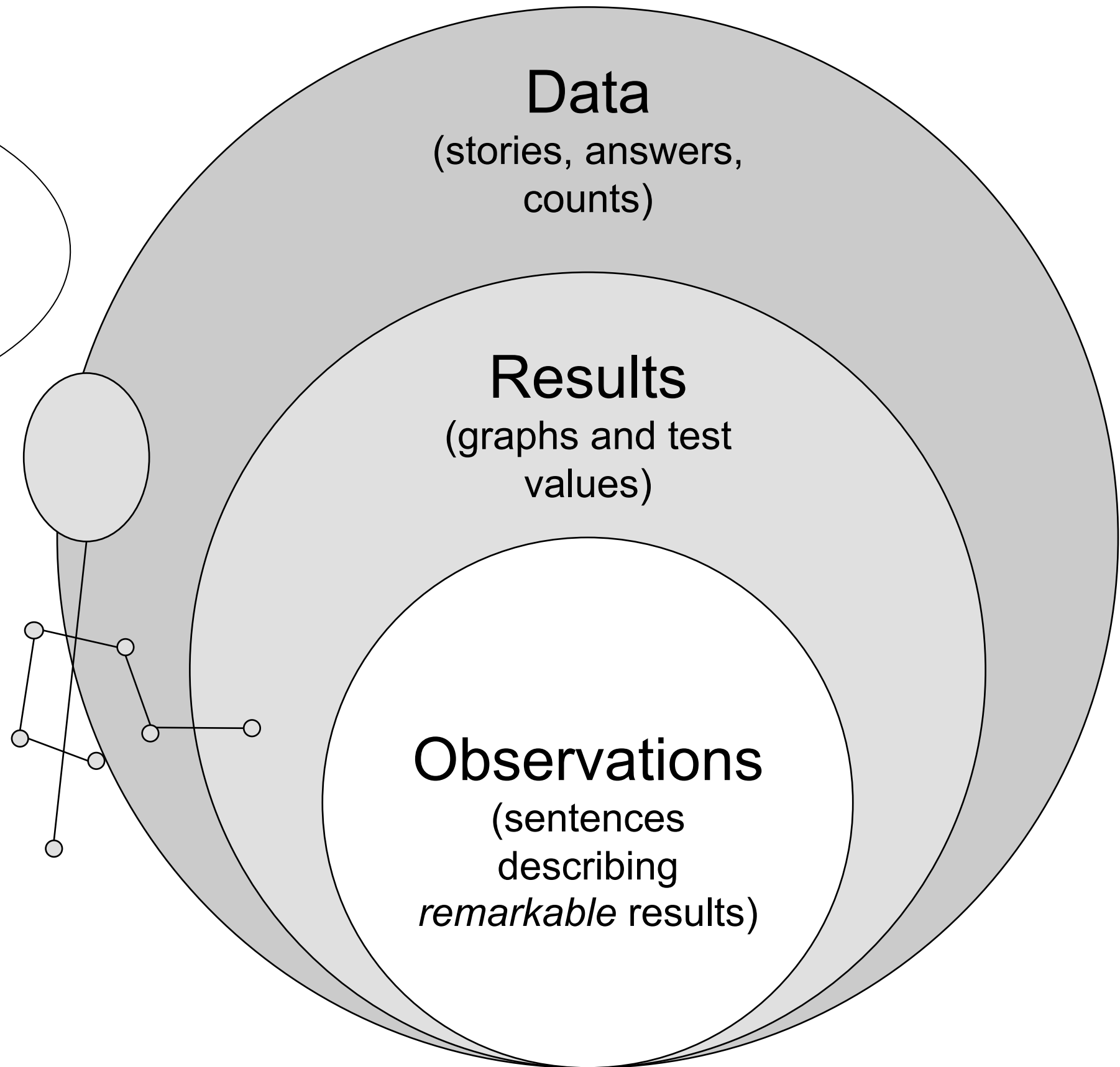
Okay, I'll put it in "remarkable."

Non-English speakers rated their stories more negatively.

NEWS
Non-English speakers rated their stories more negatively.



Now that I'm done
accumulating observations,
I will put away the data and
results. I'll get them out
again if I need them.



Non-English
speakers rated
their stories more
negatively.

This proves that
they have a bad
attitude toward
learning.

I don't like
that one bit.

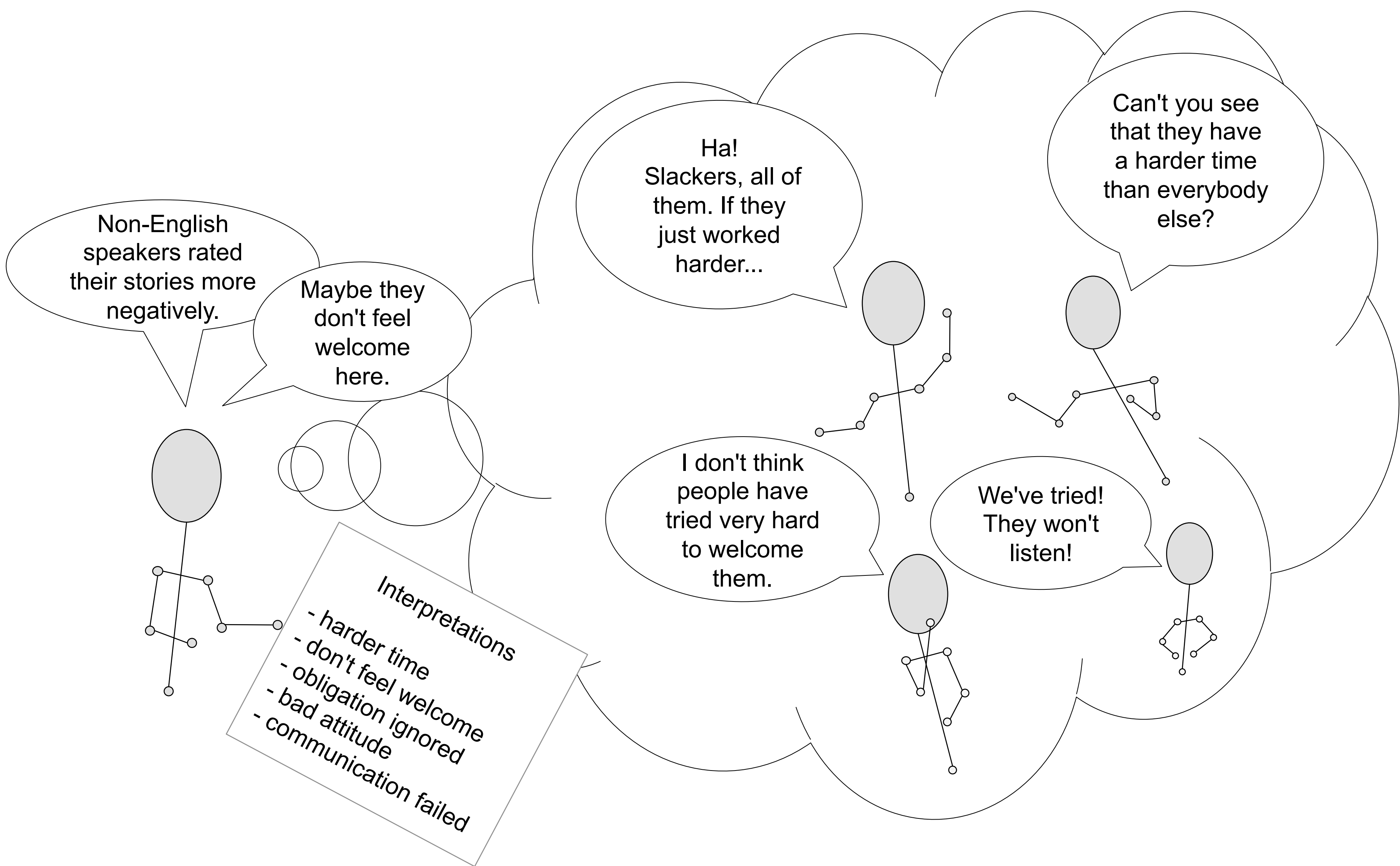
Non-English
speakers rated
their stories more
negatively.

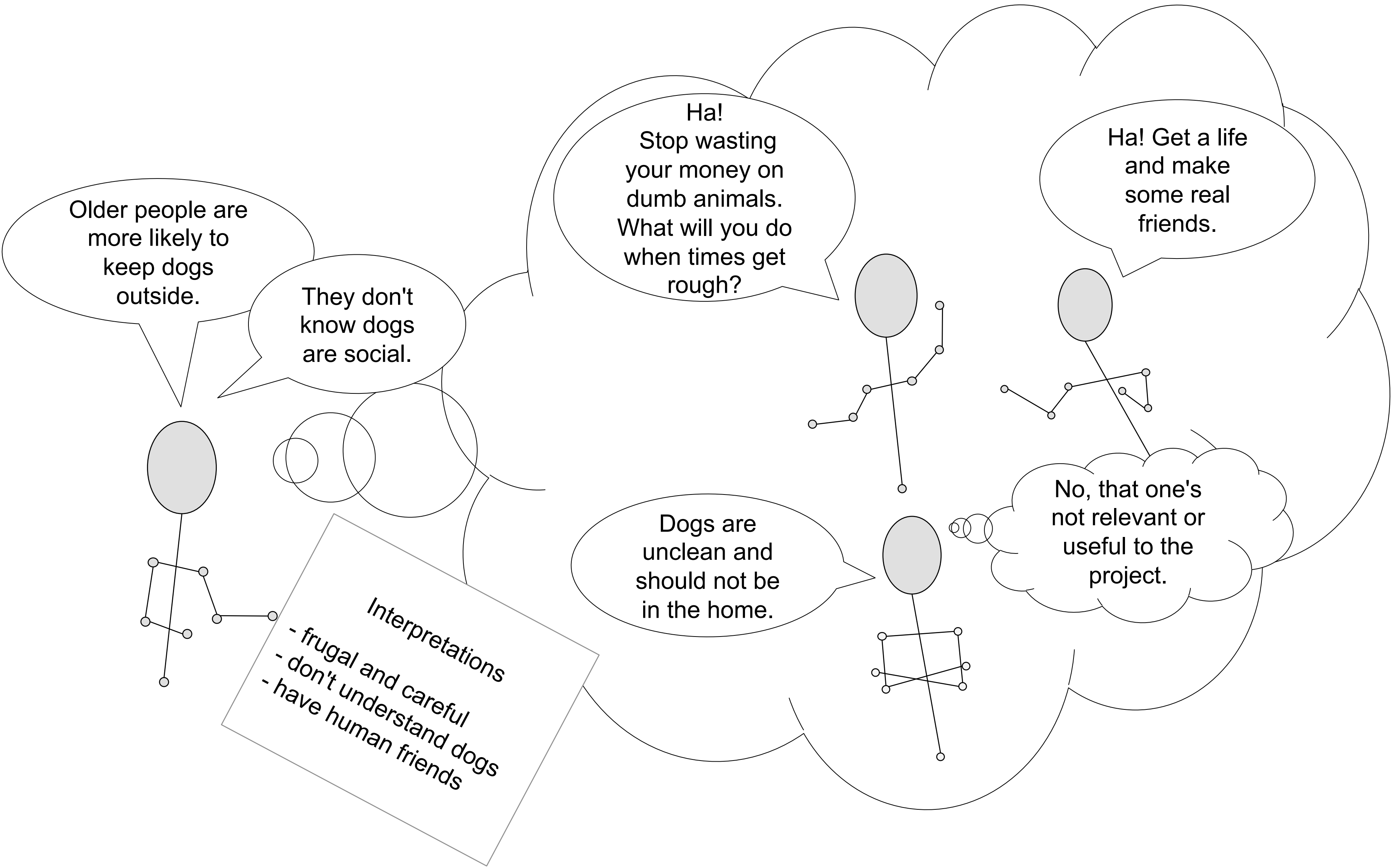
Maybe they don't
feel welcome.

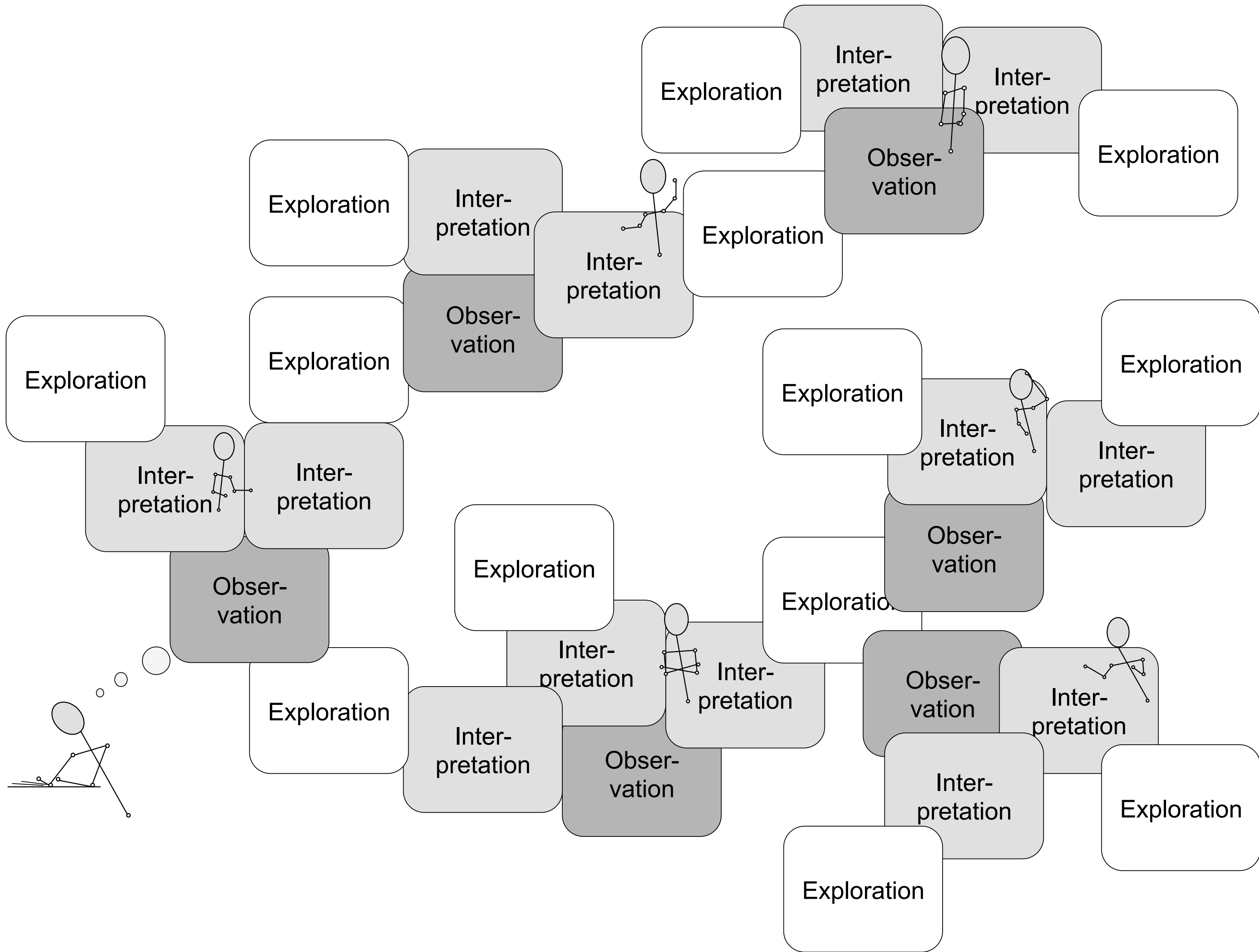
Maybe they have a
bad attitude toward
learning.

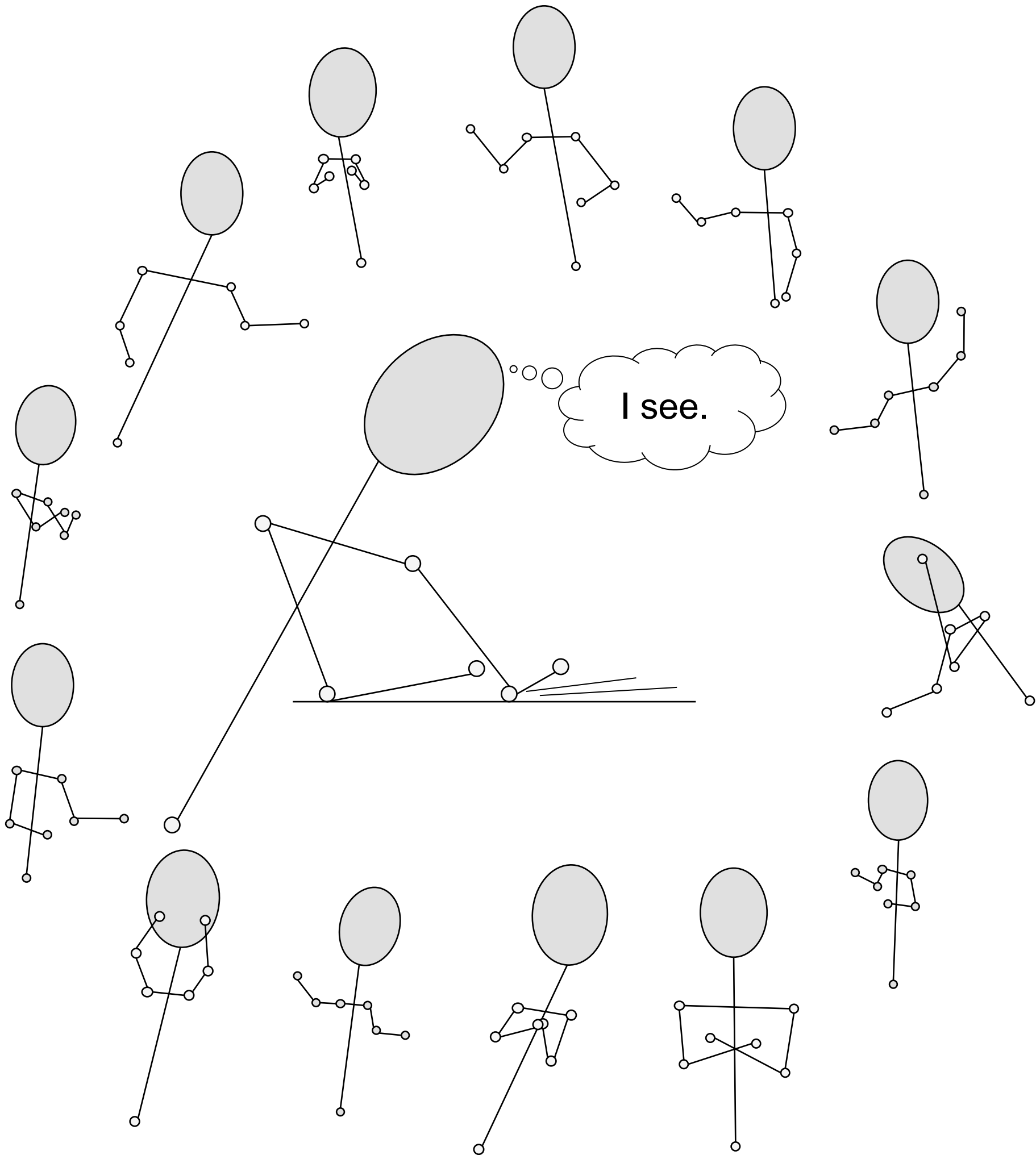
Maybe they face
harder choices.

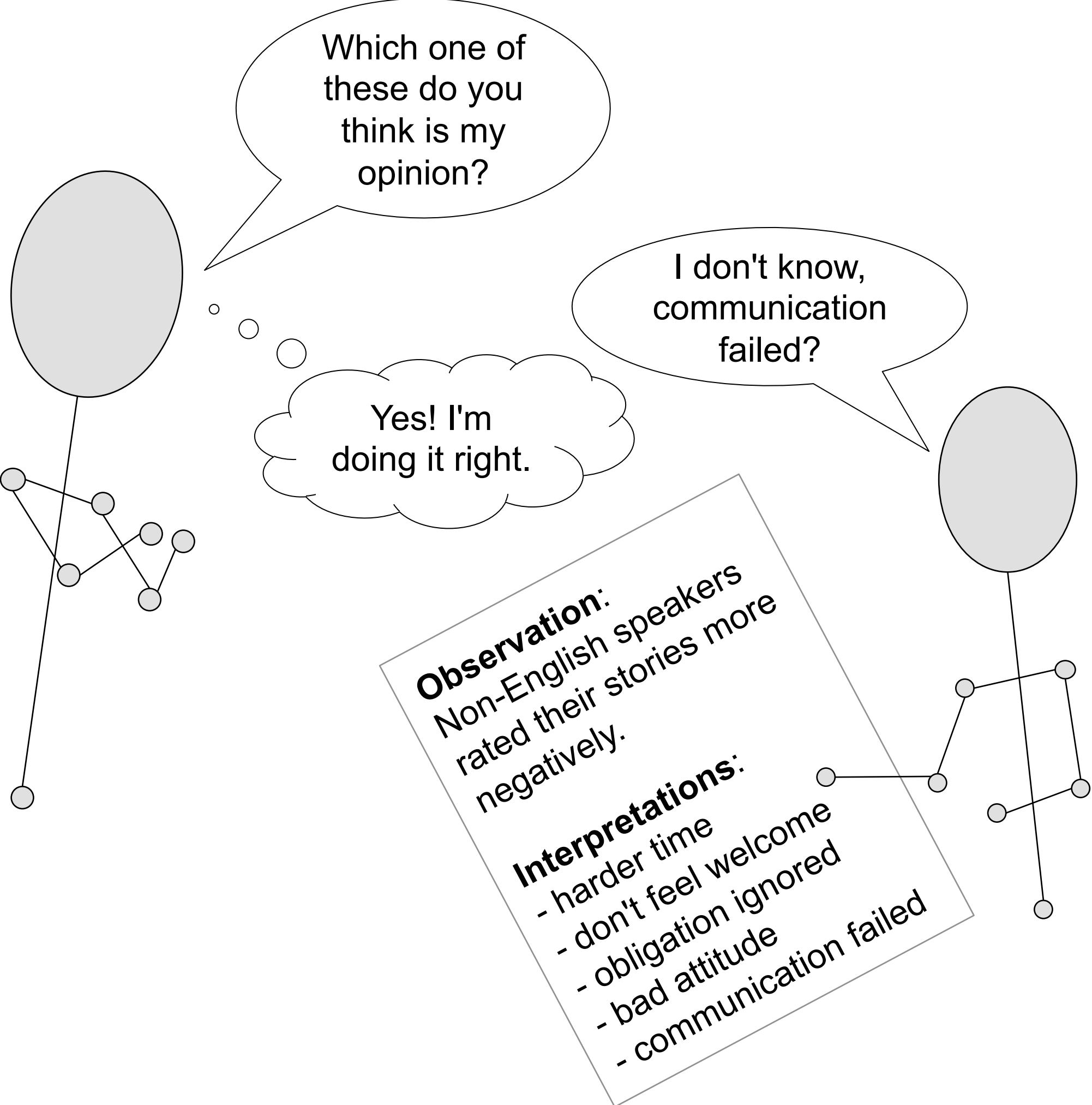
Huh? Which should
I believe? Well, let me think.
I know a few non-English
speakers...











Which one of
these do you
think is my
opinion?

I don't know,
communication
failed?

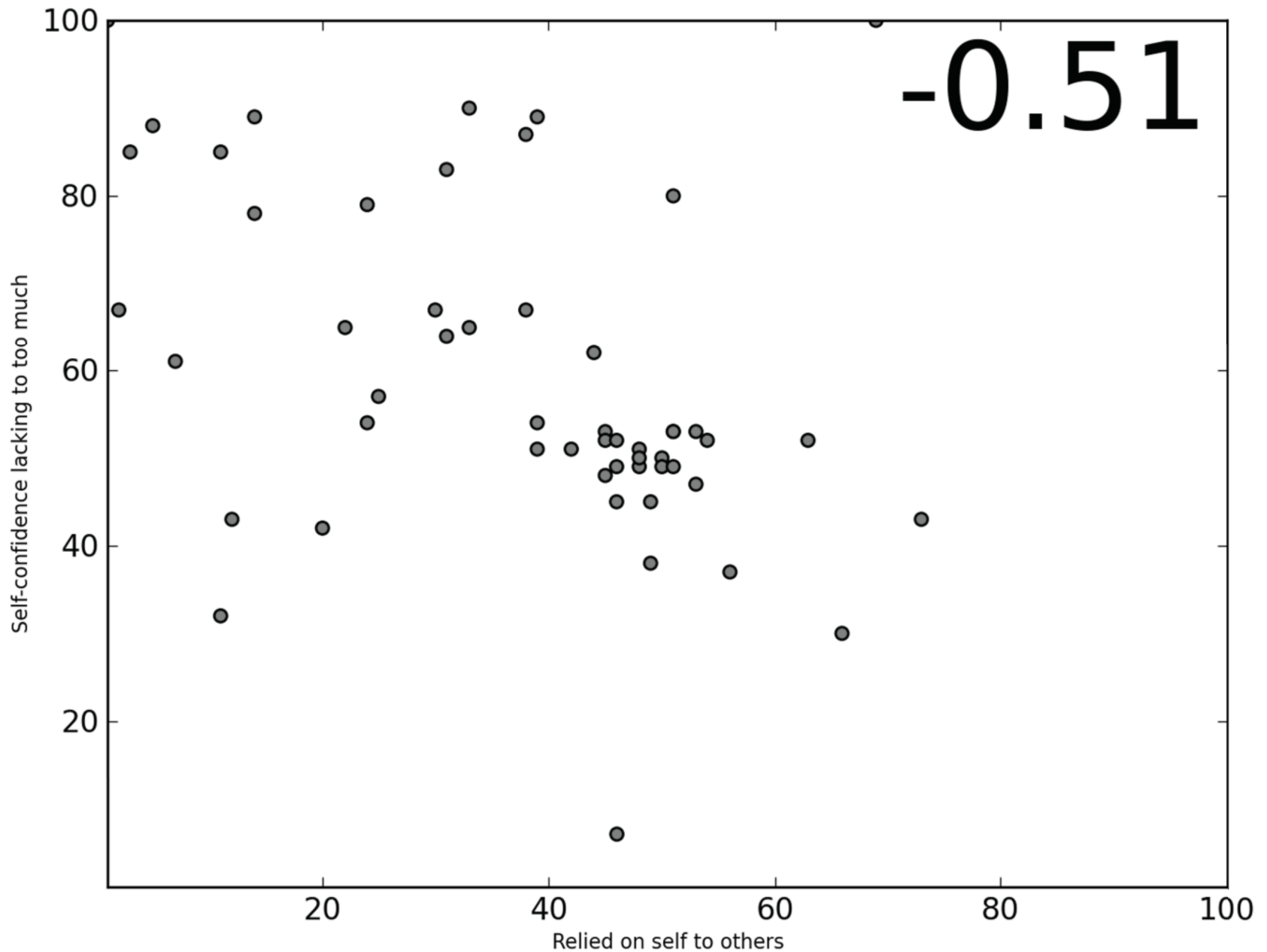
Yes! I'm
doing it right.

Observation:
Non-English speakers
rated their stories more
negatively.

Interpretations:

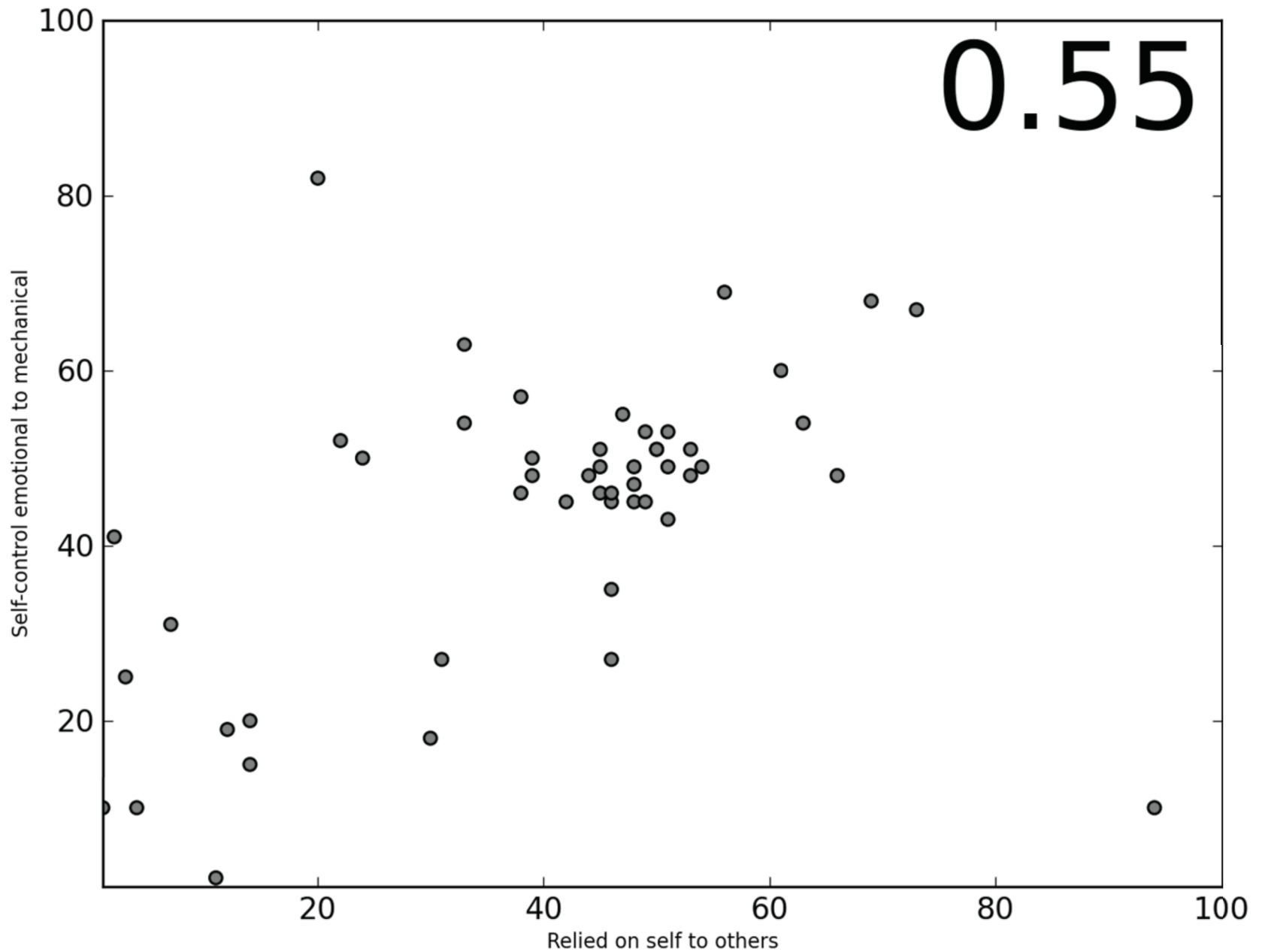
- harder time
- don't feel welcome
- obligation ignored
- bad attitude
- communication failed

Relied on self to others X Self-confidence lacking to too much

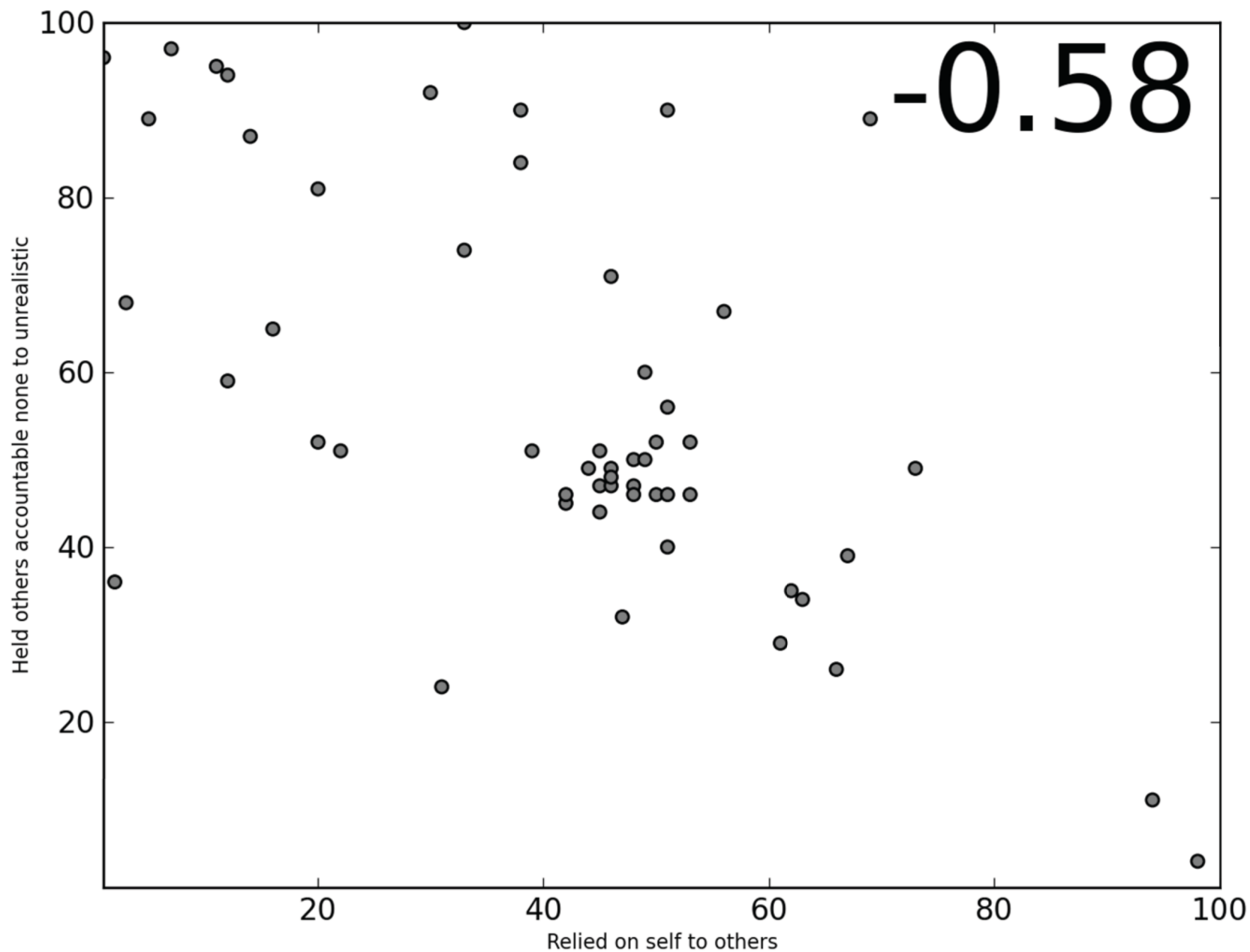


n=60, both axes normal=True, $r=-0.511$, $p=0.000$

Relied on self to others X Self-control emotional to mechanical

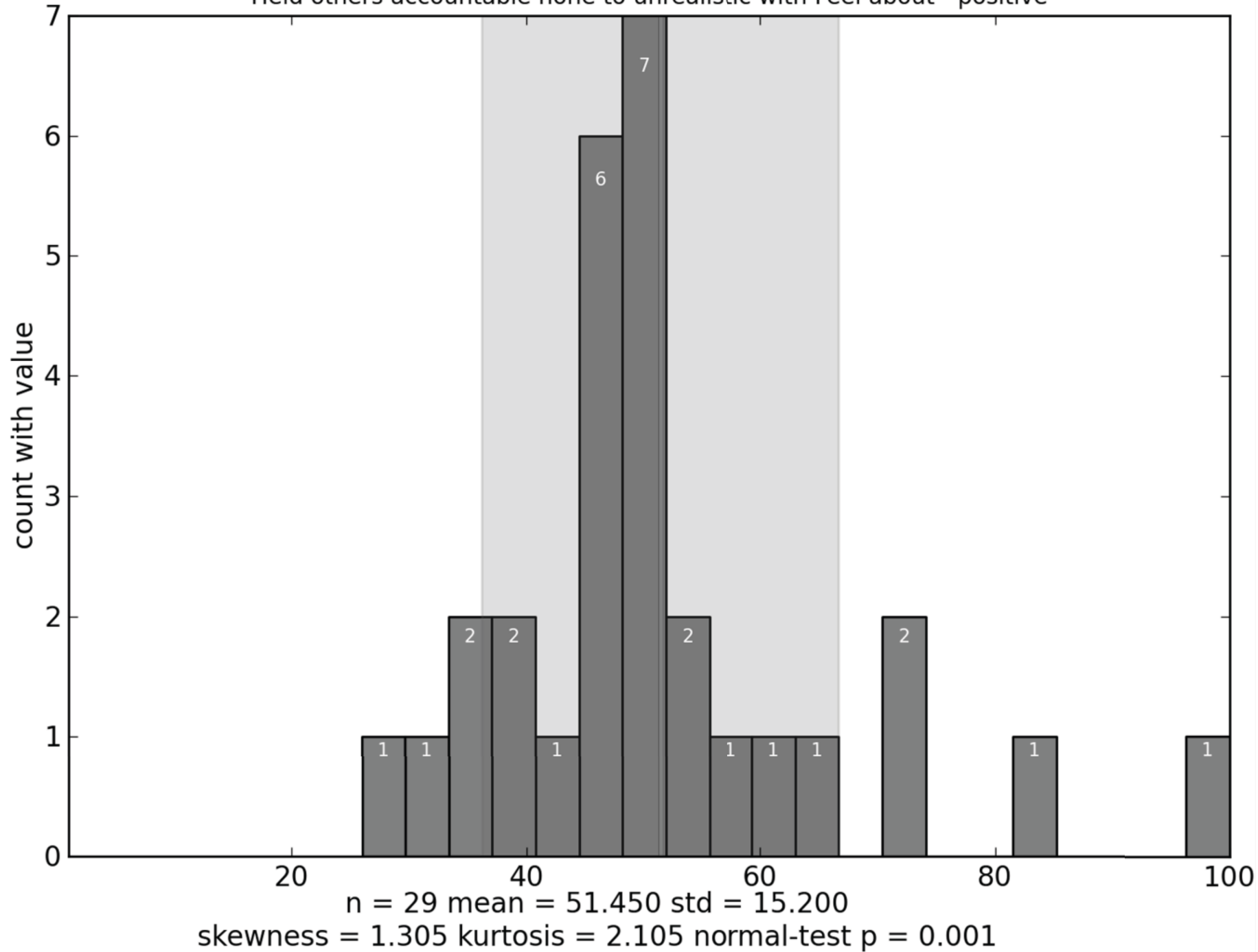


Relied on self to others X Held others accountable none to unrealistic



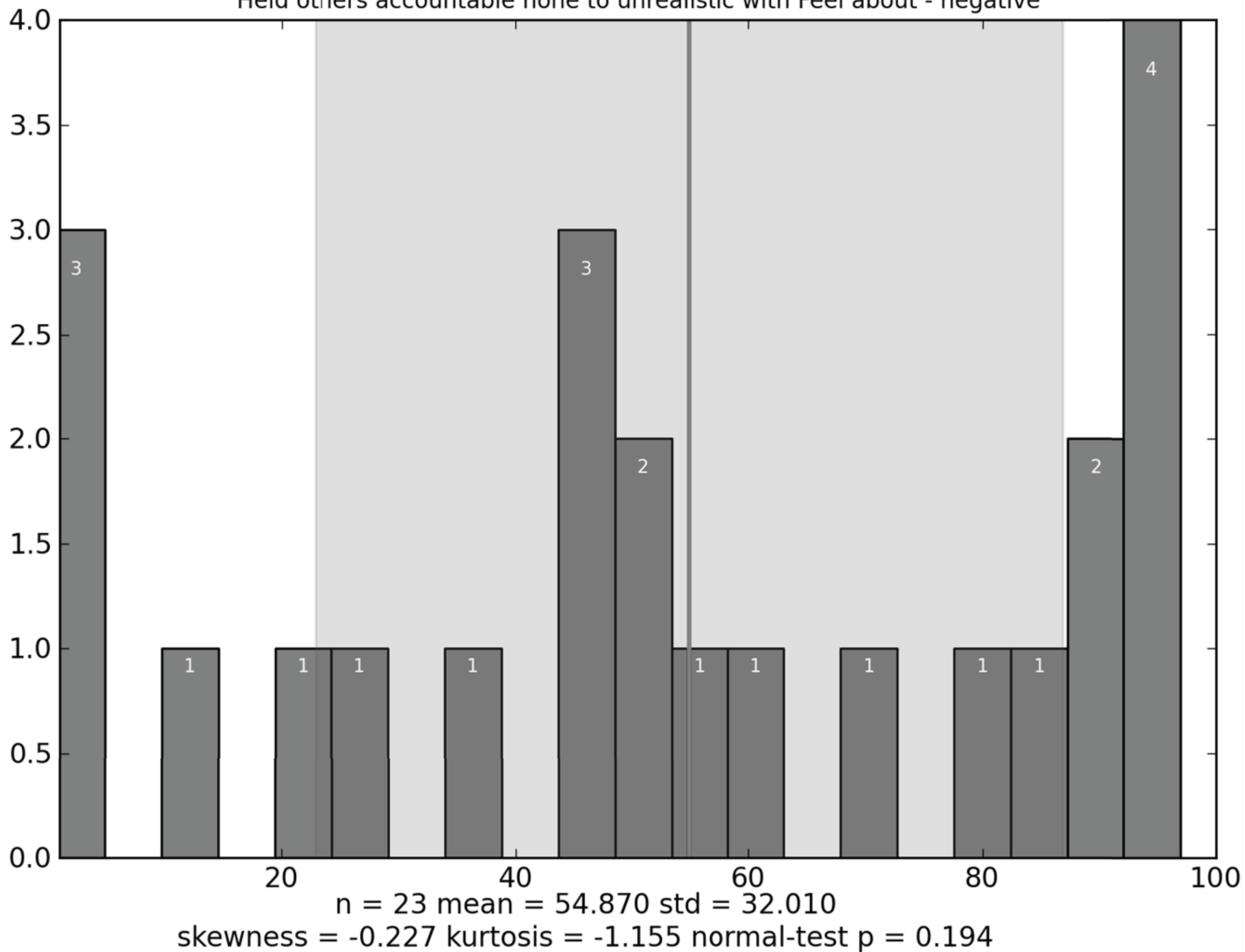
n=55, both axes normal=True, $r=-0.580$, $p=0.000$

Held others accountable none to unrealistic with Feel about - positive

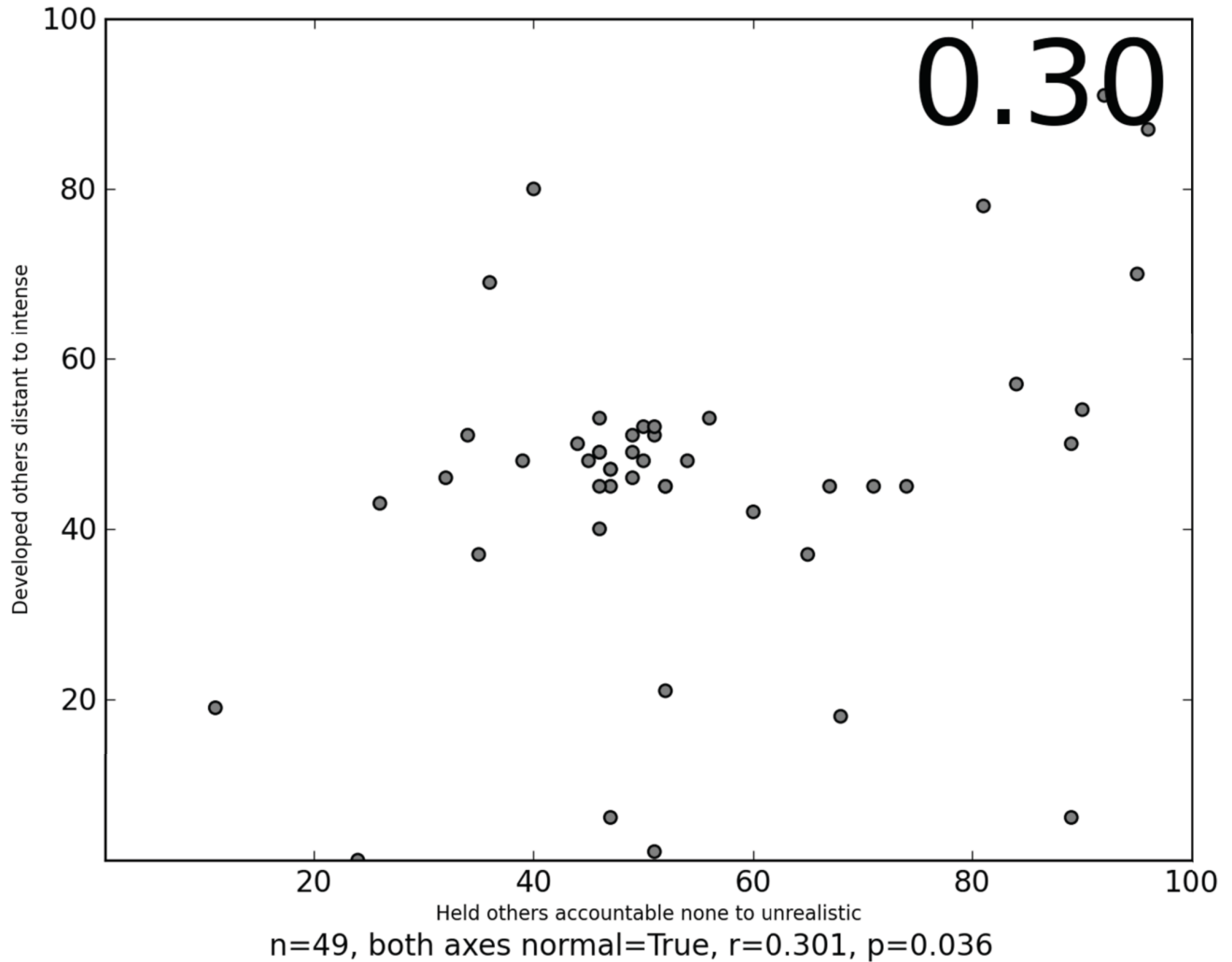


Held others accountable none to unrealistic with Feel about - negative

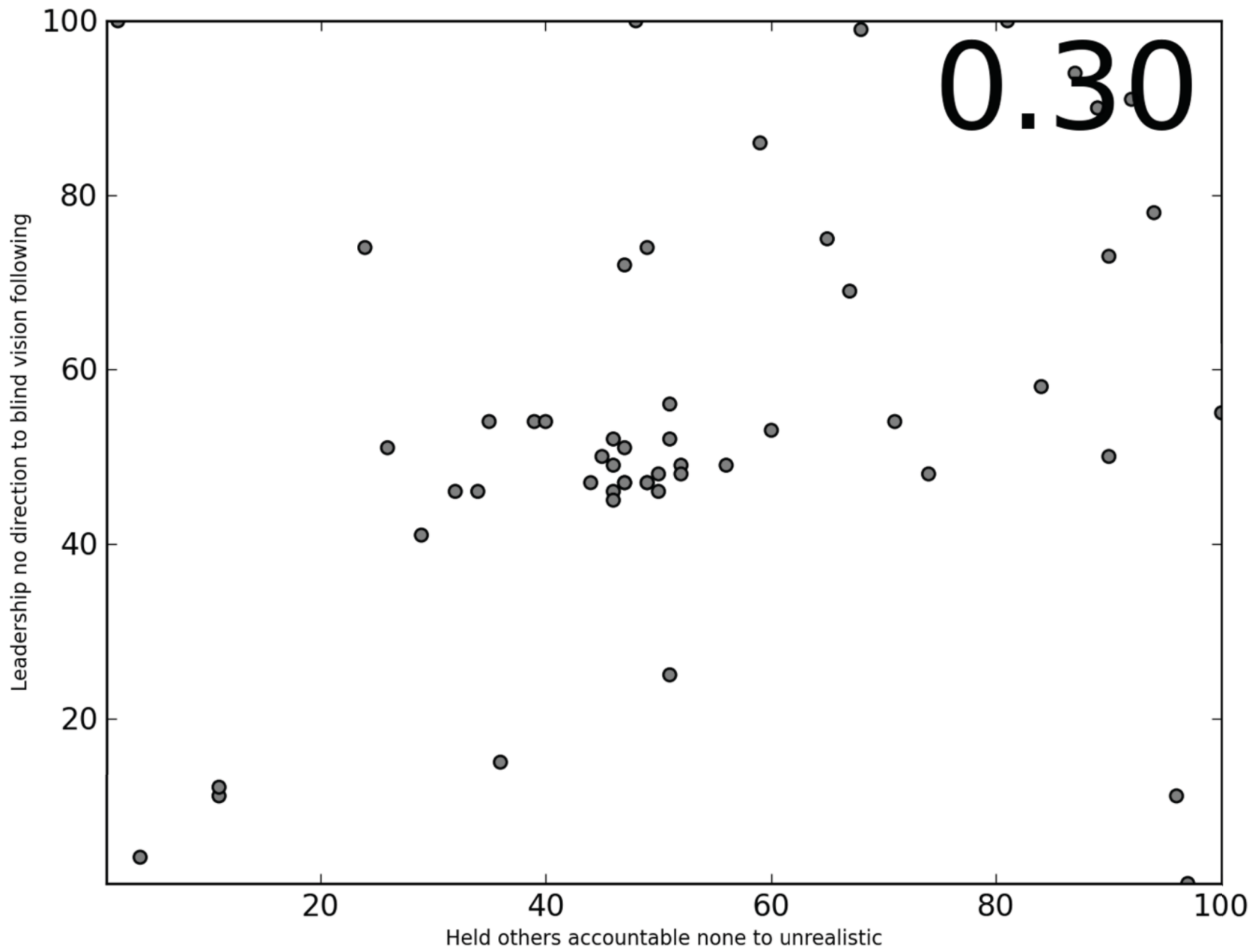
count with value



Held others accountable none to unrealistic X Developed others distant to intense

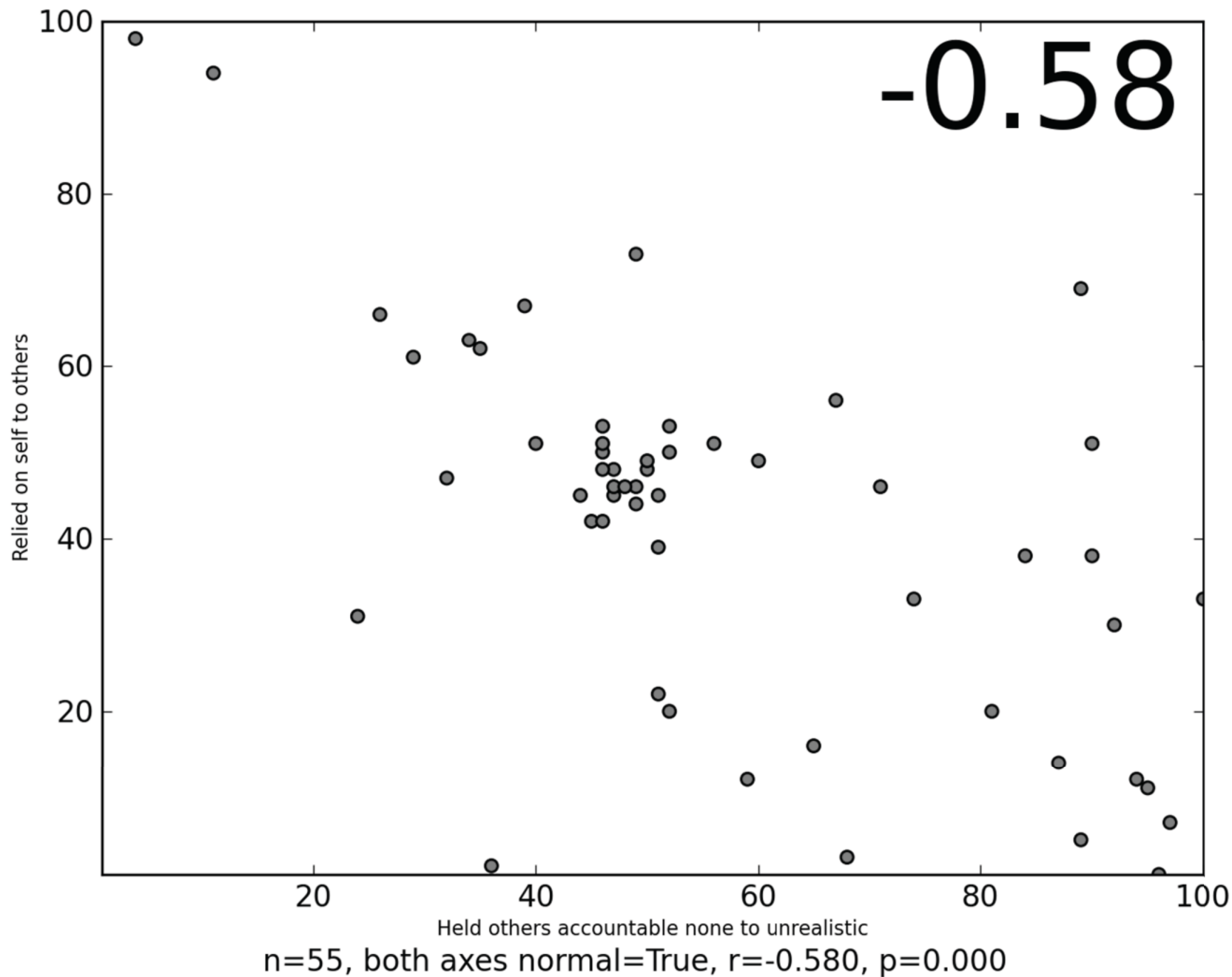


Held others accountable none to unrealistic X Leadership no direction to blind vision following

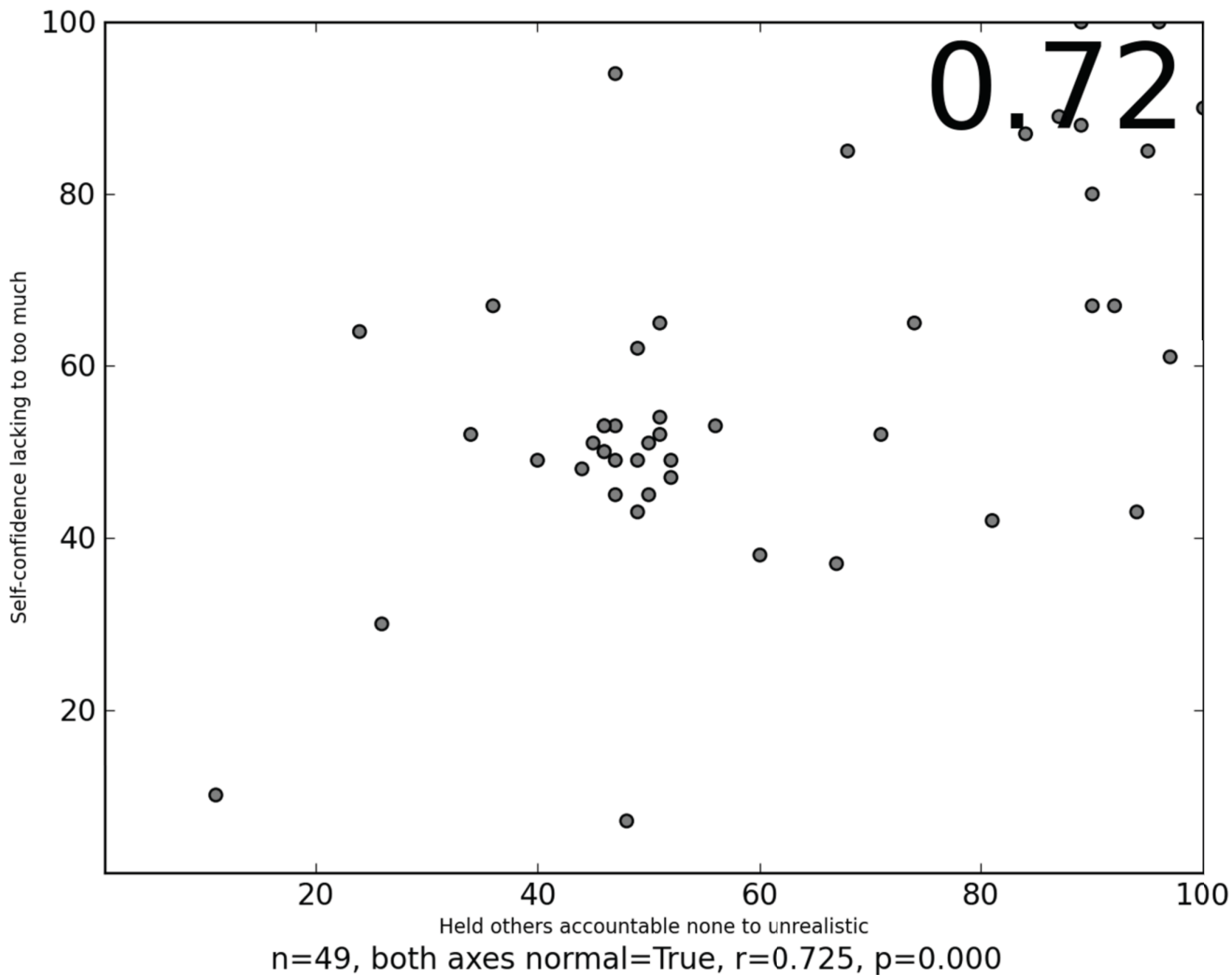


n=55, both axes normal=True, r=0.301, p=0.025

Held others accountable none to unrealistic X Relied on self to others

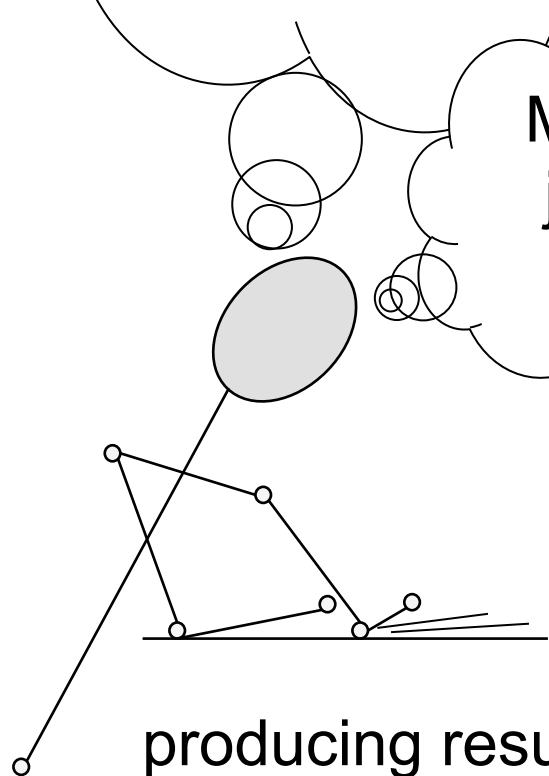


Held others accountable none to unrealistic X Self-confidence lacking to too much



That's an interesting pattern.... WAIT! I'm supposed to be *producing* results, not marking them.

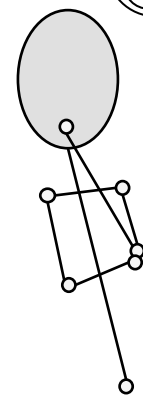
Maybe just a little.



producing results

I wonder if people thought.... WAIT! I'm supposed to be *marking* observations, not interpreting them.

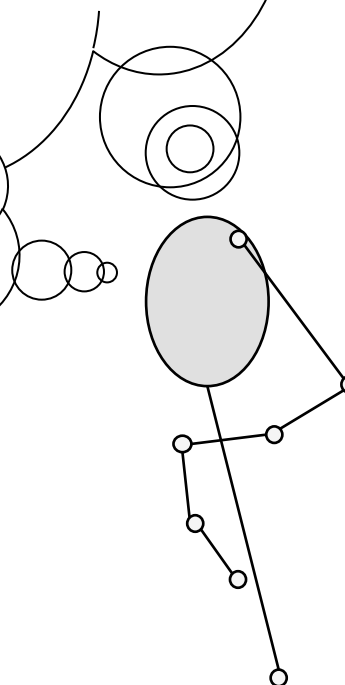
Maybe just a little.



accumulating observations

I'll bet this connects to... WAIT! I'm supposed to be *generating* interpretations, not clustering them.

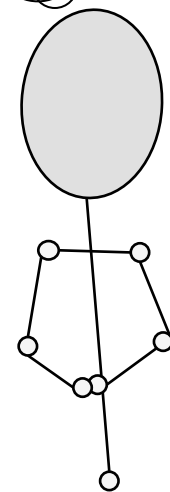
Maybe just a little.



generating interpretations

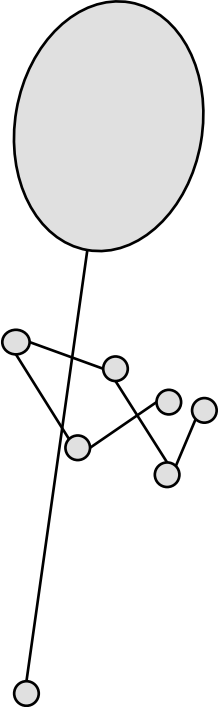
This paragraph would look better if... WAIT! I'm supposed to be *clustering* interpretations, not cleaning up.

Maybe just a little.



clustering interpretations

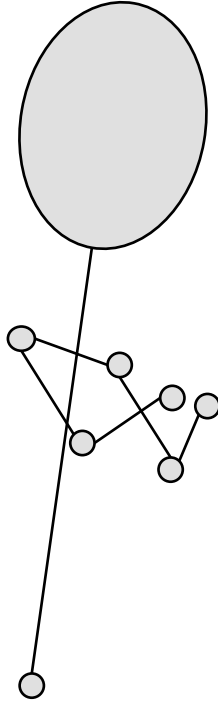
A	B	C	D
CLUSTER	STRENGTH	SECTION	PAGE
it's not my problem	weak	F	18
it's not my problem	weak	F	26
it's not my problem	medium	F	4
it's not my problem	medium	F	19
it's not my problem	medium	F	67
why are we still here?	medium	C	3
why are we still here?	weak	F	7
why are we still here?	medium	F	9
why are we still here?	medium	F	64
why are we still here?	medium	D	6
why are we still here?	strong	F	5
why are we still here?	strong	E	13
why are we still here?	strong	E	14
why are we still here?	strong	E	10
why are we still here?	strong	E	21
why are we still here?	strong	E	37
why are we still here?	strong	F	48
we are the adults in the room	medium	F	9
we are the adults in the room	medium	F	67
we are the adults in the room	medium	F	13



Here are the results
of my narrative
analysis.

You can't say which of
these interpretations
is correct? You must
be incompetent!

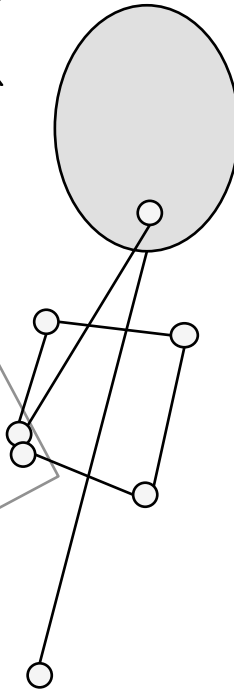
Observation.
---, ---
Interpretations:
---, ---
---, ---
Ideas:
---, ---
---, ---



Here are some perspectives
drawn from the stories collected.
Some of the interpretations and
ideas shown here are
deliberately provoking so as to
provide better food for thought.

I see. This is great. We
can use this to think
about the subject.

Observation.
---, ---
Interpretations:
---, ---
---, ---
Ideas:
---, ---
---, ---



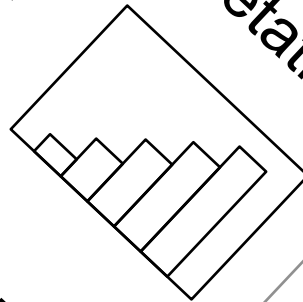
Coming?

I'll be there in a minute. I have to finish reading this boring report.

Fitting in
Example interpretation

Ideas

See pages



Coming?

I'm glad you came in. Have you seen these stories? They're AMAZING.

Fitting in
For example

In our own words

See pages

