

Role Construct Repertory Grid

The role construct repertory grid (or 'Rep Grid') is a tool developed by George Kelly to help us understand better the way we make sense of the world.

The Rep Grid

Kelly thought that in order to understand someone, you need to understand how they make sense of the world. He believed that everyone understood the world slightly differently, and developed the rep grid as a way of investigating people's perceptions.

How to complete the rep grid...

- In the spaces at the top, write the names of seven people you know. You don't necessarily have to know them especially well – what counts here is your perception of them, not what they are really like.
- Choose three of the people at the top (the first three is a good start). Draw a circle in their columns on the first row.
- Think about these three people. Which two are similar and which one is different from the other two? Write an 'X' in the circles of the two that are similar.
- Now think about how to describe that similarity/difference. For example, if you decided that two of the people were 'warm' people and the other was a 'cold' person, write the words 'warm' and 'cold' on the lines to the right of that row.
- Now repeat the procedure for other sets of three people from your list.