

Resolving Differences

1. Agree on the Issue/Goal
2. Identify facts and assumptions
3. Outline interests
 - a. Create a common objective
4. Develop options
 - a. Post benefits and drawbacks
5. Select the best approach
6. Communicate and act

Debate	vs. Dialogue
Advocating your point of view	vs. Exploring points of view
Finding weakness in others' positions	vs. Building on others' ideas
Challenge the view	vs. Let me offer another perspective
I disagree	vs. Inquire, tell me more
Combative	vs. Collaborative