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| **Week 5 RESOURCES** | | | | |
| *Working Through a Disagreement* | | | | |
| *Use this worksheet to diagnose a disagreement among members, and to plan a discussion of how to “get unstuck.”* | | | | |
| **Describe the disagreement.** | | | | |
|  | | | | | |
| **Diagnose the disagreement*.*** *(Who is involved in the disagreement? What’s at stake for this team member?)* | | | | |
| **Team Member** | | | **What’s At Stake For This Team Member?** | | |
| **1.** | |  | **1.** |  | |
| **2.** | |  | **2.** |  | |
| **3.** | |  | **3.** |  | |
| **What’s at stake here for you?** | | | | | |
|  | | | | | |
| **Plan the right setting for a discussion about the disagreement.** | | | | | |
|  | | | | | |
| **Script a discussion about the disagreement.** *(What do you plan to say? How will others respond?)* | | | | |
| **What You Plan to Say** | | | **How Others May Respond** | | |
| **1.** | |  | **1.** |  | |
| **2.** | |  | **2.** |  | |
| **3.** | |  | **3.** |  | |
| **Generate alternative solutions** *(Team members should have an opportunity to offer possible solutions first. Generate a dialogue to explore solutions and why the topic is important.)* | | | | |
| **Solutions** | | | **How/Why This Solution Adds Value** | | |
| **1.** | |  | **1.** |  | |
| **2.** | |  | **2.** |  | |
| **3.** | |  | **3.** |  | |
| **Points to keep in mind:** *(i.e.: We are all on the same team. Be inventive in creating solutions that take all critical issues into account.* | | | | | |
| Adapted from Katzenbach and Smith | | | | | |