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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 |