

# PLANS for Constructive Disagreement

The goal is to understand. It's not about being right or trying to persuade others

## → Pause

Take a breath and notice your emotions. Can you keep an open mind?  
Opt out if needed.



## Listen

Give the speaker your full attention, and reflect back what you hear.  
Avoid focusing on your own responses until later.



## Ask Questions

Get curious. Ask questions to increase your understanding of what has been said. Try short direct questions that demonstrate you've been listening.



## Notice Common Ground

Let the speaker know what you agreed with in what they said. If you disagree with an opinion, see if you can relate to the values underneath it.



## Share Your View

Respectfully share your own point of view. Use "I" statements, and invite feedback from the other person.



### Before

#### Consider the Context

- Who are you talking to?
- Where is the conversation taking place?
- Does one of the participants have more power than the other?
- Does one person care more about the issue?
- How might the answers to such questions inform your approach to the discussion?

### After

#### Integrate the Learning

- Reflect on what's been accomplished
- Consider what you might want to investigate further as a result of the conversation
- Think about if or how you should evolve your own perspective