

ANALYZE A CONFLICT

Think about a specific conflict that you had with another person. It could be one of the following:

- A conflict you had in the last few months that did not go well.
- A conflict you avoided in the last few months, anticipating it would not go well.
- A conflict you anticipate having soon.
- A conflict you anticipate having if you confront someone's behavior.

Description

(write a one or two sentence description of the conflict)

Part 1: Reframing

(answer these questions)

1. Describe how you viewed the other person, based on the Emma-Olivia continuum.
2. What assumptions did you make?
3. Which strategy did you use? (manipulation or curiosity)
4. What might have been different had you leaned in with more curiosity?
5. What might be the motive behind the other person's behavior?

Part 2: Resetting How We Respond

(answer these questions)

1. What were the specific triggers for you in this situation?
2. How did you react initially?
3. What was the effect of your initial reaction?
4. What might have been different if you had first retreated and rethought, before reacting?

Part 3: Know Our Style / Flex Our Approach

(answer these questions)

1. What was the other person's high storm style? Calm style?
2. What behaviors did you observe that led you to your answer?
3. What specific behaviors could you leverage to flex your approach when responding to a similar style in the future?