



Worksheet 4c.A1

Competency: Influencing/Negotiating— Structured Sharing

Engage in structured sharing of conflicting opinions through a defined process. This technique is particularly effective when people dig into their positions by crossing their arms, either figuratively or literally. Follow the steps below to build understanding between two people. As appropriate, adapt for more than one person. Consider establishing ground rules prior to the discussion, such as no interruptions and no raised voices.

- Step 1:** Person A states her/his option without interruption.
- Step 2:** Person B restates what she/he has heard Person A say, without adding anything.
- Step 3:** Person B asks Person A questions to encourage her/him to explain why she/he has that particular opinion.
- Step 4:** Switch roles. Person B states her/his opinion without interruption.
- Step 5:** Person A restates what she/he has heard Person B say, without adding anything.
- Step 6:** Person A asks Person B questions to encourage her/him to explain why she/he has that particular opinion.
- Step 7:** Begin interactive discussion around the topic.
- Step 8:** Figure out a plan for moving forward.

Reference

Adapted from: The National Coalition Building Institute.

