

Worksheet:

When You Feel Disagreement

The more your team collaborates openly, challenges assumptions, and gives and receives feedback, the more disagreement will emerge. Why? **Because you're creating opportunities for diverse opinions and insights to surface.** This is a competitive advantage. It can also be uncomfortable to navigate.

The more you practice naming and working through disagreement, the more comfortable you'll feel having tough conversations. Eliminating all tension isn't the point; it's to have tools for engaging in disagreement productively.

When disagreement inevitably arises, use this worksheet to think through, name, and learn from your feelings.

Step 1. Write

Take 10-15 minutes to write down your thoughts on a disagreement you recently had, are in the middle of, or anticipate needing to address soon. This worksheet isn't meant to help you "win" the disagreement or present your view as the "right" one. It's designed to help you practice the skills you need to disagree well.

Think about the principles, values, or outcomes behind the tension or disagreement you feel.

- What feels threatened? What feels at risk?
- What do you value that feels absent?
- Do you know if your principles, values, or outcomes are shared by the person you're disagreeing with?

Ask yourself:

“What would address the risk or absence I feel? What requests do I have?” If you’re not sure, that’s OK.

Check in with how you feel in your body. Consider sharing how you feel. Not every team or relationship is psychologically safe enough to share, so do what feels best. But be willing to feel some discomfort and stretch yourself.

Are you leaning toward being conflict avoidant? Get curious and ask what’s behind that impulse.

Are you leaning toward being conflict aggressive? Get curious and ask what’s behind that impulse.

Pause. Take a moment to share any reflections or learnings. This can be just for you.

- What did you notice?
- How did it feel to go through the above steps?
- What does that mean for you going forward?

Step 2. Ask

Ask a trusted colleague, friend, or coach for advice and feedback on what you've just surfaced and named. Integrate feedback if needed.

Step 3: Consider

Consider inviting the person or people you're feeling disagreement with to have a conversation using the prompts above or share your worksheet with them and invite them to fill out their own.