



Respectful Contrary

WorkplaceDynamics, LLC
www.workplacedynamics.com

Respectful Contrary

**An organization is only as good
as the quality of its conversations.**

The Respectful Contrary Dialogue is a tool that helps participants hear differing viewpoints, makes it easier to hear and speak the truth and reduces the challenge of changing behaviors.

This is a tool to resolve significant differences that often are stopping or slowing work from being accomplished.

10 Tips

for a successful dialogue

1. **Keep your body language open.**
Uncross arms and legs
2. **Remove obstacles between participants**
No desk or table between you
3. **Let the Contrary lead the discussion**
And propose the first solution
4. **Use the four feelings cards to keep the conversation focused and clear.**
5. **Listen and repeat back what you hear.**
6. **Speak only for yourself**
7. **Be specific - use concrete language**
8. **Replace “but” with “and.”**
9. **Choose Most Respectful Interpretations.**
10. **Welcome difficult truths.**
Everyone can lie
Everyone can tell the truth
Make it easy to tell you the truth

Entry Ramp

**I want to talk
with you because ...**

- I respect you
- I know we both want success for the team
- People count on us
- It is important for us to work together

SPEAKER

I make myself feel ...

SCARED

LISTENER

**I heard you say you make
yourself feel ...**

Am I correct?

Based on research conducted by
Orlagh O'Brien
emotionallyvague.com

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Dynamics**

SPEAKER

I make myself feel ...

GLAD

LISTENER

**I heard you say you make
yourself feel ...**

Am I correct?

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Orlagh O'Brien
emotionallyvague.com

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SPEAKER

I make myself feel ...

MAD

LISTENER

**I heard you say you make
yourself feel ...**

Am I correct?

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SPEAKER

I make myself feel ...

SAD

LISTENER

**I heard you say you make
yourself feel ...**

Am I correct?

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Interpretation

I think that means ...

Test your perspective on what you heard.

Examples:

- my communication was not clear
- we need to check-in more often
 - we misunderstand each other
 - I need your help
- we don't have enough information

Exit Ramp

What I would like from you is ...

The Contrary should suggest a next step that:

- is specific
- can be measured
- has deadlines

I heard you say ...
Am I correct?

My response is ...



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