ALIGNMENT · RESOLVE CONFLICT

Trade-off Conflict Resolver

Take blame off the table so a trade becomes possible — then trade to one decision both sides accept.

Date _____

Facilitator _____

THE ONE DECISION TO BE MADE: _____

THE GATEWAY — ASK FIRST

"Before we solve this, one question: are we trying to solve the problem — or prove who caused it?"

☐ **Proving who caused it** → *park the blame first (next box)* ☐ **Solving the problem** → *skip to the swap*

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PARK THE BLAME — *ONLY IF BLAME IS THE BLOCK; A PLAIN DISAGREEMENT LEAVES THIS EMPTY*

The blame, named out loud

When we'll deal with the cause (separately)

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SWAP SIDES — *each side argues the OTHER's case, until the other agrees the explanation is fair*

Side A argues Side B's case

their real reasoning, made as convincingly as your own

☐ Side B agrees this is a fair account of their position

Side B argues Side A's case

their real reasoning, made as convincingly as your own

☐ Side A agrees this is a fair account of their position

↓

THE TRADE — ONE DECISION BOTH ACCEPT

one decision, not two compromises

What each side gives

Side A gives … · Side B gives …

What each side gains

Side A gains … · Side B gains …

Both sides state the trade in their own words, and it holds: ☐ Yes ☐ Not yet — swap again **If blame was parked, deal-with-it date:** _____

They're not arguing — they're proving innocence.

Ask the gateway first · only park blame if blame is the block · argue the other's case, not your own · one traded decision, not two compromises.

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