ALIGNMENT · RESOLVE CONFLICT

Alignment Under Conflict Lab

Keep a heated disagreement about the work, not each other — so the team debates hard and stays whole.

Date _____

Facilitator _____

THE SHARED GOAL — KEEP THIS IN VIEW THE WHOLE DEBATE

the one outcome everyone actually wants — specific enough to aim points at, not a slogan

The two rules, agreed out loud: 1 · address every point to the goal, not the person · 2 · anyone can call the anchor the moment language turns personal ("you always", "your team")

RE-ANCHOR MOMENTS — *each time the debate turned personal and was pulled back. Not a score; a record of the moments.*

ANCHOR CALLED

What turned it personal *(the words / the shift)*

How the point was re-routed through the goal

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FACILITATOR NOTES — *anything else worth carrying: what the real substance under the heat was, what to watch next time*

CLOSE — STILL ONE TEAM?

Did the shared goal stay visible the whole way through? ☐ Yes ☐ It slipped — put it back

Did we debate the substance hard? ☐ Yes ☐ We softened it — that wasn't the aim

Do we still feel like one team? ☐ Yes ☐ Not yet — name what's unresolved

If not yet one team, what's still sitting between us?

If a decision still needs settling: the relationship is protected, but the call isn't made — follow with Trade-off Conflict Resolver to resolve the substance.

Teams rarely break over what they're deciding — they break the moment "we disagree" quietly becomes "you're against me".

Address the goal, not the person · keep the goal in view · anyone can call the anchor · keep debating hard — protect the team, don't soften the debate.

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