

Findings

everyone must be heard

Tell / Listen

Feelings	When this happens, I feel...
Facts	I think this happens because...

Replay

Feelings	I heard you say you feel...
Facts	You think this happens because...

Focus on only one issue. Repeat until all feelings and facts about this issue are processed. Switch roles each repetition.

teller: accurate?

no

yes

filter: only facts

Fair Fighting

we'll fight for truth

teller: please redo

Sort

listener: agree?

no

yes

fact or feeling?

feeling

fact

Planning Bucket
proceed to S.W.O.T.
or similar

Council Bucket
seek unanimously
accepted authority