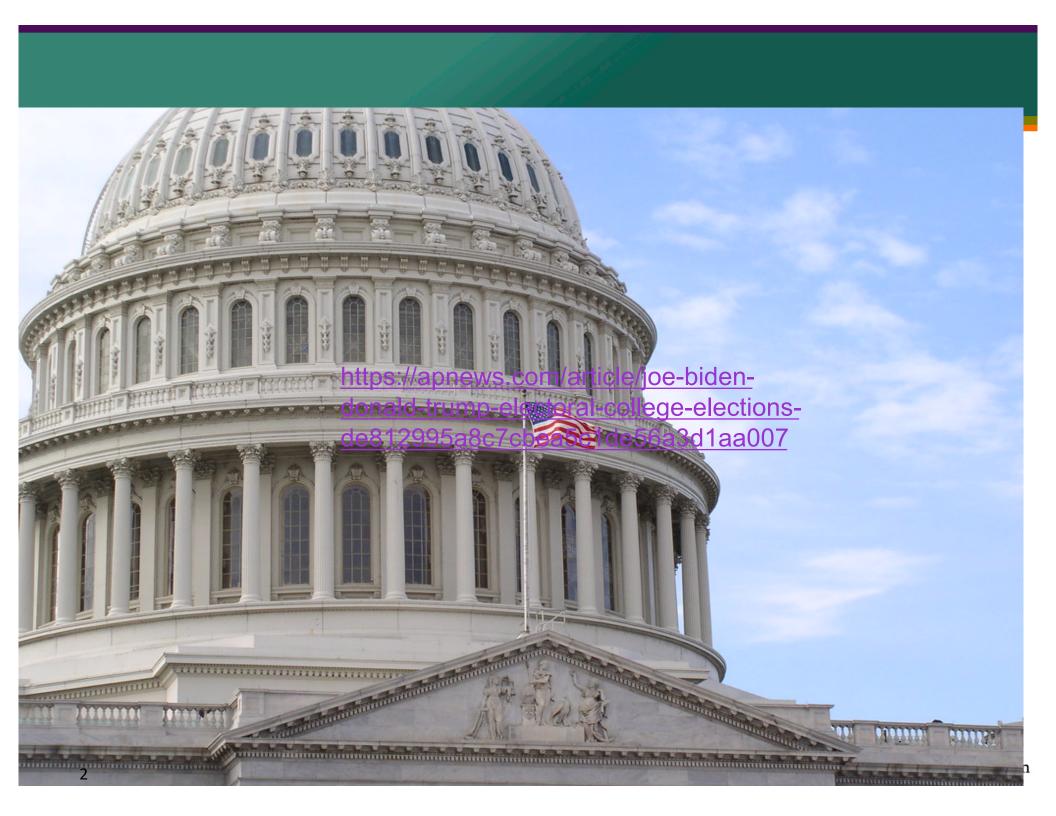


Bridging the Political Chasm With Our Friends and Family

Dee Knapp www.seattlebusinessmediation.com (206 367-1994



Breakout

- First choose a person to take notes to place in chat when we return
- 1) Talk about how you would you describe what is happening in these images?
 - Write down what phrases are being used.
- 2) What conversations have you had with family and friends about these and similar events in the news?
 - If they disagreed, what happened?
- 3) What questions do you have on this topic?



How to talk about current events

- Be cognizant of language
- Challenge yourself to hear other perspectives
- Provide context about the root causes of violence such as poverty
- Avoid labels

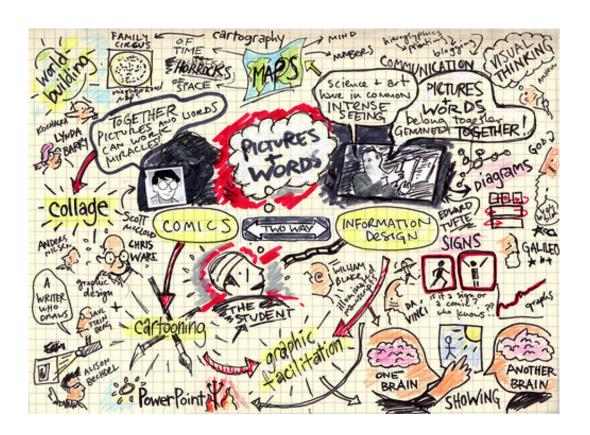






Confirmation Bias

- Tendency to search for, interpret, favor, and recall information
 - in a way that confirms or supports one's prior beliefs or values.





Identity Quakes

- Safety first— ground yourself
- Know when to walk away or take a break





Set Guidelines

 Set ground rules for the discussion

 Use Imessages and avoid the blame game



Create boundaries

Timing—be mindful

Solution Check your own perceptions; be willing to challenge

them





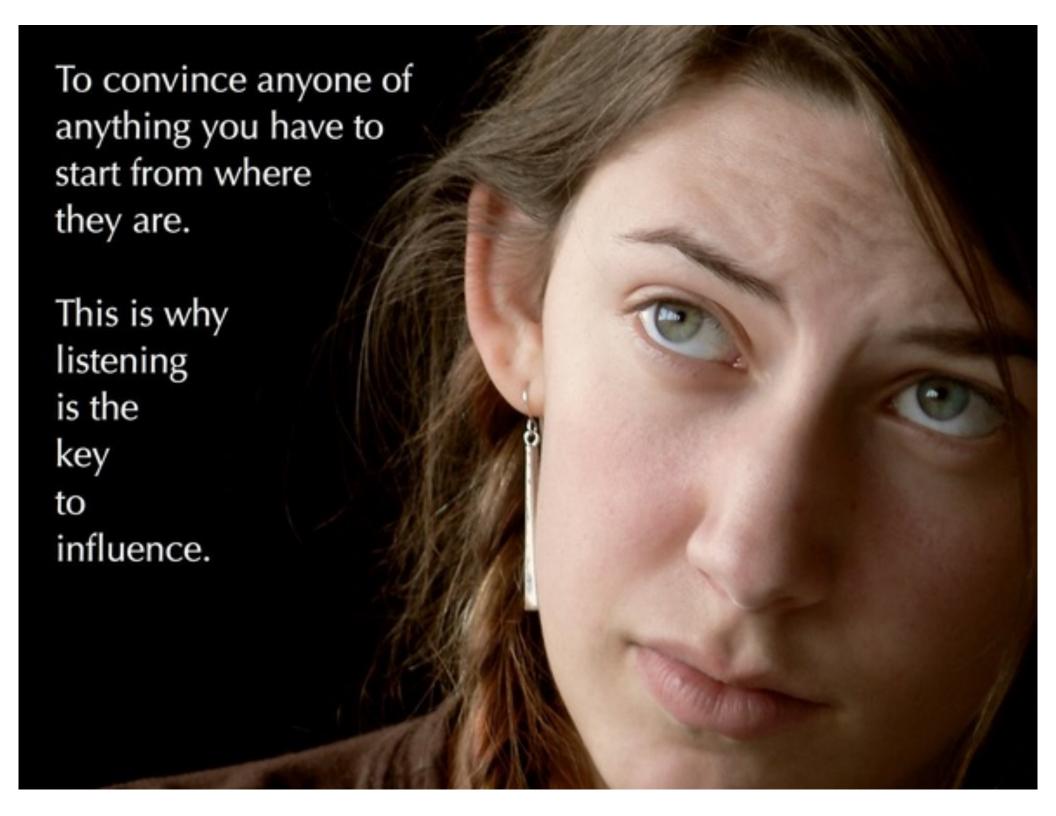


Use a Four Step Model

- 1. Listen, check perceptions and understanding, ask questions,
- 2. Acknowledge the emotions,
- 3. Look for underlying interests and acknowledge them.
- 4. Agree where you can and only then state your opinions







LISTEN WITH CURIOSITY





Deal with Emotions

Acknowledge

"I see you're passionate about this issue"

- Use empathy
- Take a break

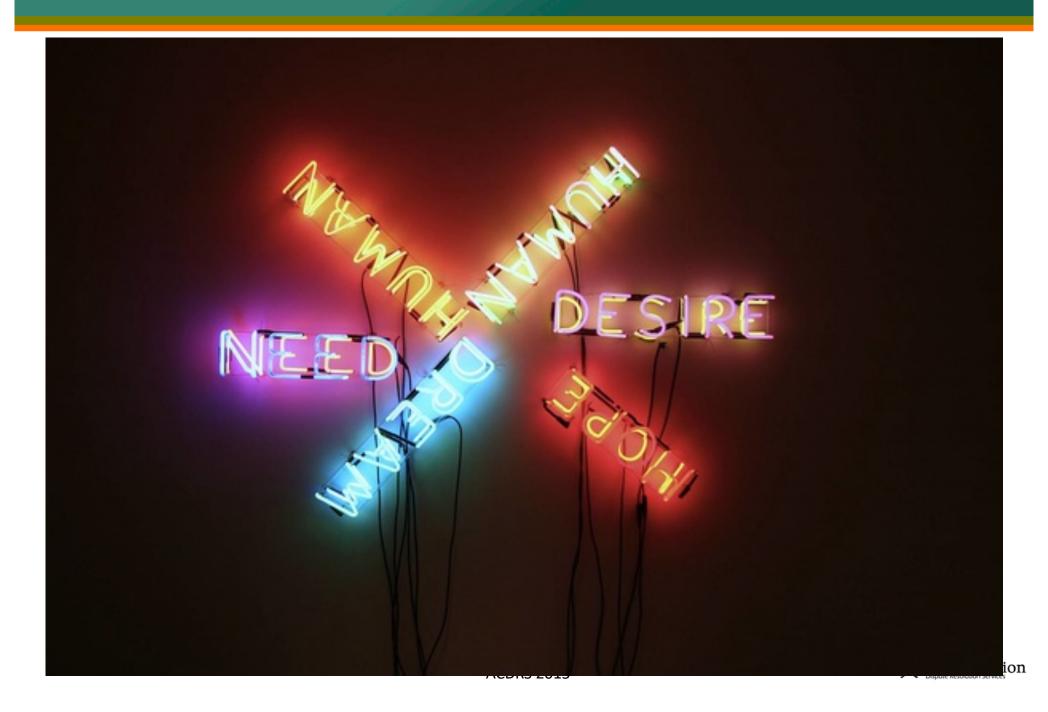




Identify the Underlying Need



Identify Interests Underneath the Positions Taken



Try To See It From Their Perspective



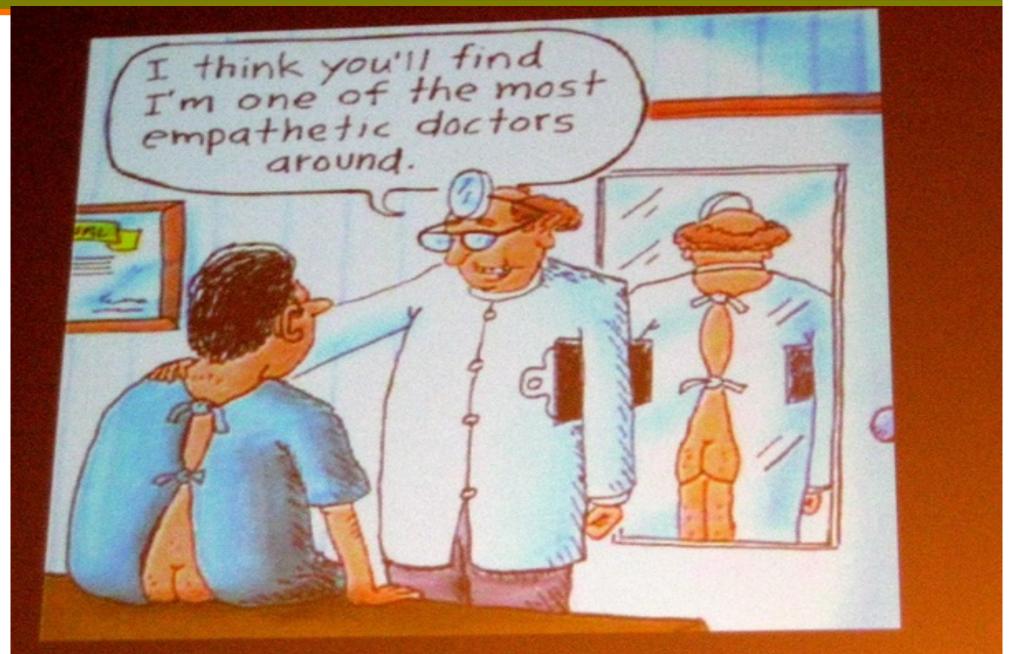
Use Empathy



https://youtu.be/1Evwgu369Jw



Use Empathy



Look for Common Ground

- Look for where everyone can agree
- Find shared needs

 Look forward, not back











Thank you for your time!

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