redeeming conflict

Archdiocese of Seattle PAA Days

Ann M. Garrido / Palisades Retreat Center

March 14, 2018

Avoiding danger is no safer in the long run than outright exposure. The fearful are caught as often as the bold. – Helen Keller

conversations I find tough

when I show up effective....

when I show up ineffective....

our two challenges

1. engage the other’s internal voice
2. negotiate with our own internal voice
what I was thinking & feeling...

what we each said...
conversing about the "facts"

the ladder of inference

what helps:

• tell me about what you are seeing that you think I might be missing
• what does that mean to you?
• what experiences have shaped your thinking on this?
• this sounds important to you—why?
• what are you most afraid might happen here?
conversing about feelings

In one minute, name all the emotions that come to mind. (Avoid synonyms.)

emotional interests

autonomy

affiliation

appreciation

role/status

fairness

which emotional interests am I most sensitive to? least sensitive to?

which are present in my current conversation?

positive moves I might make on any of these fronts?
conversing about identity

if I know nothing else about myself,

I know that I am a _____ person

what are your key takeaways?

what do you want to experiment with?

what you do matters—but not much; what you are matters tremendously

- Catherine de Hueck-Doherty

for more resources: anngarrido.com / triadconsultinggroup.com

free group discussion guide available at avemariapress.com (search under Garrido)