

# Five Levels of Disagreement

The Five Levels of Disagreement is a framework that helps us navigate conflicts constructively by having respectful discussions to fundamental disagreements, helping lead healthier and productive interactions in both workplace and personal life.



# Top 10 Teaching Points

1

**Listening:** Active listening to understand when hearing values and perspectives from others. It helps understand why you disagree.

2

**Negotiation and influence:** focus on finding common ground and addressing concerns. This helps during interactions with different levels of disagreement.

3

**Maintain respect:** avoid personal attacks and focus on the issue at hand to keep discussions productive. Always be respectful when disagreeing.

6

**Constructive feedback:** having positive and respectful dialogue can help focus on the issue rather than the person.

7

**Common ground:** when finding a foundation for resolving differences, focus on areas of agreement and shared interest.

**Relationships:** focus on the bigger picture, long-term relationship vs short-term victory. It's important to maintain relationships despite disagreements.

4

**Creative Problem-Solving:** be creative when exploring alternative solutions to disagreements.

5

**Communication:** Clear communication helps clear misunderstandings.

8

**Perspectives:** having empathy helps understand differences from underlying values and motivations.

9

**Conflict resolution:** Compromising, collaborating, and finding win-win solutions are ideas to handle disagreements.

10

**KEY**

# TAKEAWAYS

01

Take time to cool off

02

Respect a hard NO

03

Listen Closely

04

Clear communication

05

Self-reflection