

Personal Application Worksheet

1. What is personally motivating you in the conflict?
 - *Rational interests* (money; other tangible items)
 - *Emotional concerns* (appreciation, autonomy, affiliation, status, role)
 - *Pillars of identity* (beliefs, rituals, allegiances, values, emotionally meaningful experiences)
2. What might be motivating the *other side*?
3. Create a metaphor to depict your strained relationship. Refer back to the chart in this chapter for examples.
4. How might you reshape this metaphor to enhance your sense of power?
5. Are you and the other side open to discussion? If so, how can you create a brave space? Consider establishing a code of confidentiality and an agenda that ensures time for each of you to share perspectives.