

ACTIVITY | Structured Sharing



GOAL | To build consensus in a group by influencing and negotiating through use of structured sharing of conflicting opinions.



RELEVANT FOR

- Middle Manager
- Supervisor
- Caseworker



DESCRIPTION | What does a leader do when people have very different opinions about a topic?

How does a leader influence and negotiate through seemingly intractable positions?

One way is called “Structured Sharing of Conflicting Opinions.” (Cultural norms may suggest selecting another approach, like a sharing or talking circle.) Engage in a structured sharing discussion to give full voice to conflicting opinions to make sure everyone feels heard.



MORE INFO

[Orchestrating Conflict](#)



Structured Sharing

Engage in structured sharing of conflicting opinions in any group that these are experienced through a defined process. This technique is particularly effective when people dig into their positions by crossing their arms, either figuratively or literally. Follow the steps below to build understanding between two people. As appropriate, adapt for more than one person. Consider establishing ground rules prior to the discussion, such as no interruptions and no raised voices.

Step 1: Person A states their opinion without interruption.

Step 2: Person B restates what they heard Person A say, without adding anything.

Step 3: Person B asks Person A questions to encourage them to explain why they have that particular opinion.

Step 4: Switch roles. Person B states their opinion without interruption.

Step 5: Person A restates what they heard Person B say, without adding anything.

Step 6: Person A asks Person B questions to encourage them to explain why they have that particular opinion.

Step 7: Begin interactive discussion around the topic.

Step 8: Figure out a plan for moving forward.

Adapted from The National Coalition Building Institute.