



## Preventing the great divide...

The continuous assault of campaign attack ads is over, but the negative effects of divisive, polarizing campaigns can linger. Elections tend to surface strong opinions and differences, and political debates often make their way into the workplace creating divisions. So, when a challenging economy increases the need for teamwork, how do we bridge the great divide to enable people to work together?

**Be open to diverse viewpoints** – Openly sharing ideas, beliefs, and differences is at the heart of our democracy and begins with people talking *with* each other, not *at* each other. Trying to prove you're right and they're wrong; you're good and they're bad, only widens the divide. A sincere effort to understand a differing viewpoint may help you find common ground.

**How you say something is as important as what you say** – Respect is the key to open, constructive dialogue. Avoid criticism and derogatory comments about the other person's strongly held views which are based on values. Sarcasm, barbs and name calling suggest that you are judging others based on *your* values and not really interested in hearing their perspective.

**Recognize that values are personal** – Values are personal deeply held core convictions that guide each of us. When you attack someone's values, you attack them personally. Trying to force your values on another will result in unproductive counterattacks and defensiveness. And people can't listen to each other when they are busy defending themselves.

**Extend the olive branch** — Reaching out to those with whom you have differences will open the door to meaningful conversation. It doesn't mean that you are giving up your personal beliefs and values; it says that you value the other person and the relationship.

Regardless of the election outcomes, we still need each other—we're all in this together.

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## Words to Live By...

"I do not like that man, I must get to know him."

Abraham Lincoln



## A BRIGHT IDEA

### Be constantly curious...

Our world is pretty amazing. Let your curiosity take you to new places or get you excited about learning a new language. Question things around you... Why do some rivers flow north? Why does some peoples' hair curl naturally? How were zippers invented? Many of the "basic necessities" we enjoy today (cars, televisions, computers and iPads) exist because someone was curious. Constant curiosity is a habit worth developing.

## Training Calendar

Fill your own "toolbox" with the skills that drive individual and organizational success. Overcome the resistance to and fear of change that often cause new processes and products to fail. Learn to effectively lead the change that has become necessary for organizational survival. Get information about "**But We've Always Done It This Way**" and other trainings at [www.alternativeresolutions.biz](http://www.alternativeresolutions.biz) or contact us at 920-993-1490 to tailor training to your specific needs.

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