

Us + Them
GROUP A NAME

Bridging the Gap

GROUP B NAME

A1. A writes what B says:
What do we (A) do that irritates them (B)?
We (A) make decisions to work in certain areas without consulting them (B).
We make budget decisions without their input.

A2. What do they (B) conclude about us (A)?
We (A) do not have the experience to make good decisions.
We do not create a good environment to understand their needs.

A3. How do they (B) react to us (A)?
The (B) spend time justifying their needs.
They spend a lot of time working on our relationship.

A4. What do we (A) tend to ignore regarding their contribution? Things they do we do not give them credit for?

A5. Why is that difficult to acknowledge? What is the ego threat for us (A)?

A6. How is what they (B) are complaining about true?

A7. Why is that difficult to acknowledge? What is the ego threat for us (A)?

A8. Benefits for us (A) of ignoring A4, 5, 6 & 7?

Partnering Structures
What do we want to do when we start Making Bad?

DECISIONS What do we want to change/do? "No Mores?"	DECISIONS What do we want to change/do? "No Mores?"
OUR (A) REQUESTS What could (B) do or change that would make a difference for us (A)? Do your best to express requests rather than demands	OUR (B) REQUESTS What could (A) do or change that would make a difference for us (B)? Do your best to express requests rather than demands

Collective Goals
Why does it matter to become true collaborators?
Why do we need/want to partner?
What is at stake?
What are our common/collective goals?

GOALS FOR A	GOALS FOR B
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Costs
Overall Productivity, atmosphere, etc.

COSTS FOR A	COSTS FOR B
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B4. What do we (B) tend to ignore regarding their contribution? Things they do we do not give them credit for?

B5. Why is that difficult to acknowledge? What is the ego threat for us (B)?

B6. How is what they (A) are complaining about true?

B7. Why is that difficult to acknowledge? What is the ego threat for us (B)?

B8. Benefits for us (B) of ignoring B4, 4, 6, & 7?

B1. B writes what A says:
What do we (B) do that irritates them (A)?

B2. What do they (A) conclude about us (B)?

B3. How do they (A) react to us (B)?

1
Start with this column and move sequentially

3

5

4

2