

## Ground Rules for Positive Confrontation<sup>1</sup>

1. Focus on issues, not personalities - avoid personal attacks.
2. Separate your own opinions from the facts as you know them.
3. Acknowledge your own "hidden agendas."
4. Make sure you can restate the views of others before you debate them.
5. Don't interrupt.
6. If you think someone is "hiding out," check in with the person and ask them what they think.
7. No "hallway" discussions, openly share your perspectives with the group.
8. Wear all of the hats you should be wearing during the discussion.
9. Remember the goal is to move forward as a team - we will not advertise the disagreement, but we will demonstrate our full support of the decision.

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<sup>1</sup> Roger Connors and Tom Smith, *Journey to the Emerald City*, Prentice Hall, 1999, pp. 184.