Us + Them

Date: / /

Group (A): GROUP A NAME

Bridging the Gap

Group (B): 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?

A12.

B12

13.

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?"

A11.

OUR (A) NEEDS

- General needs
- Unmet needs
- Requests from B

B11.

OUR (B) NEEDS

- General needs
- Unmet needs
- Requests from A

10.

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

9

Costs

- Overall Productivity, atmosphere, etc.

COSTS FOR A

COSTS FOR B

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)?

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