

“Creative Confrontation”

“Fight as if you are right; listen as if you are wrong.”

Karl Weick, University of Michigan; as quoted in *The No ***hole Rule: Building a Civilized Workplace and Surviving One That Isn't*, by Robert I. Sutton, PhD. © 2007, Robert Sutton; Warner Business Books

³ Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. ⁴ Each of you should **look not only to your own interests**, but also **to the interests of others**.¹

³ “Why do you look at the speck of sawdust in your brother’s eye and pay no attention to the plank in your own eye? ⁴ How can you say to your brother, ‘Let me take the speck out of your eye,’ when all the time there is a plank in your own eye? ⁵ You hypocrite, **first take the plank out of your own eye**, and then you will see clearly to remove the speck from your brother’s eye.”²

¹⁶ I am sending you out like sheep among wolves. Therefore be as **shrewd as snakes** and as **innocent as doves**.³

PAUSE

Prepare for the negotiation [spiritually, informationally, mentally].

Affirm relationships.

Understand interests [of others, as well as your own true interests].

Search for creative solutions.

Evaluate options objectively and reasonably [in light of mutual interests].

Intel motto for business discussions: **“Disagree and then commit.”**

That is, don’t waste time and other resources second-guessing, or worse, sabotaging a decision after it has been effected. Let your efforts support those of the team/organization/business/church.

¹ *The Holy Bible : New International Version*. 1996, c1984 (electronic ed.) (Philippians 2:3-4). Grand Rapids: Zondervan.

² Matthew 7:3-5

³ Matthew 10:16