

Land of Factions

Dialogue is no longer possible.
The Lose-Lose dynamic unfolds.

Separation

"Lets get away from here"

Open Hostility

"Its them or us"

Seeking Alliances

"Are you with me or not"

Enemy Images

"They're no good"

Land of Blame

Finding faults substitutes for
solving the shared problem, and
the Win-Lose dynamic takes hold.

The Problem Expands

"Always so much trouble with them"

Personification

"Its your fault"

Land of Growth

Disagreements reveal
opportunities to create
Win-Win solutions for
the shared problem

Actions, not words

"I'll just do it my way"

Competing to win

"I'll prove I'm right"

Disagreements

"We see things differently"

Conflict Escalation Ladder

Adapted from Danish Center for Conflict Resolution