

Resolve Collusion

We have a tendency to perpetuate conflict—often unknowingly—in our need to feel justified. We call this collusion, and it exists at the very heart of conflict.

Use this tool either individually or as a team to diagram your part in collusions that are reducing effectiveness in the organization. After diagramming our collusions, we can go deeper and learn to de-blame that collusion. Working through this process helps us turn outward.



Resolve Collusion

WHEN AND WITH WHOM MIGHT YOU USE THIS TOOL?

You can use this tool whenever individually or as part of a team you find yourself in a collusion.

HOW TO USE IT

1. Diagram your collusion by filling out quadrants 1 through 4.
2. De-blame your collusion by completing quadrants A through D. Then take the next step by implementing what you wrote in quadrant C.

3. I Do

What I do

4. They Likely See and Feel

How they are likely to see me

How they are likely to see themselves

Their likely emotions



2. I See and Feel

How I see myself

How I see them

Emotions

1. They Do

What they do that bothers me



C. My Impact

How have I made things harder for them?

What should I do differently?

D. Who They Would See

How might this person see me if I'm seeing them in the ways I listed in Quadrant B and doing the things I've listed in Quadrant C?



B. Seeing Them Truthfully

How would I see them and what they are doing if I weren't inward?

A. Their Needs and Objectives

Their objectives

Their challenges

Their concerns, hopes, dreams



This tool is just one of 50+ situational frameworks and tools available through the Arbinger's Institute's robust training programs.

From selecting a new hire to making a key business decision, Arbinger has a tool for any business challenge you can come across. Get in touch today to learn more about Arbinger's Outward Leadership, our leadership development program, that changes mindsets and improves organizational performance.

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Meet to Learn

A meeting template to uncover the objectives, needs, and challenges of others

Taking the time to meet and learn about your colleagues can help you establish stronger working relationships, build trust, and improve communication within your team—all things that are especially valuable as a leader. This can result in a more positive and productive work environment, and ultimately lead to better outcomes for your team and organization.

Arbinger's Meet to Learn tool is designed to help uncover the objectives, needs, and challenges of others. It's a tool for increasing your curiosity that then positions you to be more helpful to those around you. You can use it individually to get to know collaborators, customers, your direct reports, or with groups that your team interacts with regularly.

