

Disagreement Template

Build an argument together from the facts, values, and proposals that best represent each side.

Step 1: Learn

Gather **facts**, interpret them, and express **values** from multiple perspectives.

Step 2: Orient

Converge on shared **values** that are relevant to the discussion. **Propose** actions that move things forward.

Step 3: Act

Commit to **doing** something and checking in again once new **facts** turn up. Repeat step 1 if necessary.



What is the disagreement about?

What is the unacceptable difference between two or more perspectives that sparks anxiety?



Facts

What do we know? What is the evidence? Where is it sourced from?



Values

How do we interpret the facts? How important is this to us?



Proposals

What should we do? How will we know if it's effective?