

## ■ Guidelines for Dialogue vs. Debate

### DIALOGUE

is the understanding of myself and others.

- I listen with the view of wanting to understand.
- I listen for strengths, so I can affirm and learn.
- I speak for myself from my own understanding and experiences.
- I ask questions to increase understanding.
- I allow others to complete their communication.
- I concentrate on others' words and feelings.
- I accept others' experiences as valid for them.
- I allow the expression of real feelings in myself and others.
- I honor silence.

### DEBATE

is the successful argument of my position over that of my opponent.

- I listen in order to counter what I hear.
- I listen for weakness, so I can discount and devalue.
- I speak based on my assumptions about others' positions and motives.
- I ask questions to trip up or confuse.
- I interrupt or change the subject.
- I focus on the point I want to make next.
- I critique others' experiences as invalid.
- I express my feelings to manipulate others and deny their feelings are real.
- I use silence to gain advantage.