

# 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?

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### 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?