

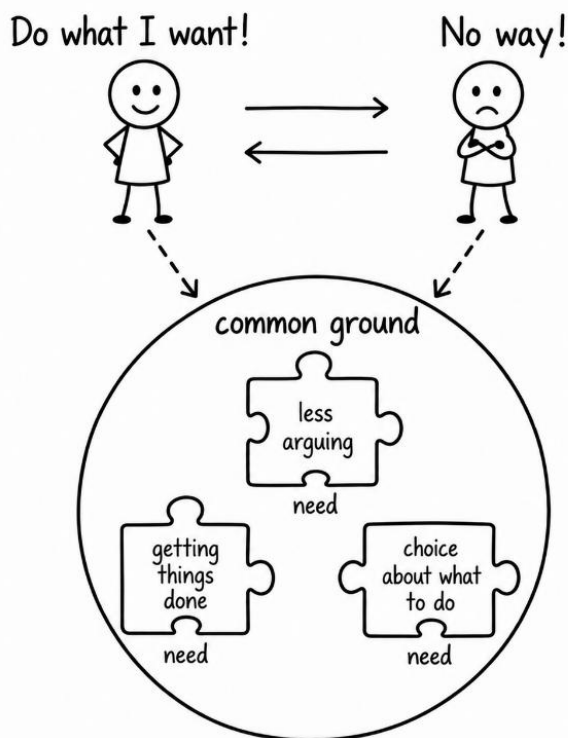
From debate to integration

How to make faster decisions that everyone can support



To resolve a disagreement or tension

1. **Notice** old habits (arguing, defending, giving up)
2. **Pause**
3. **Reframe** the situation as a **shared problem or goal**
 - ✗ Choosing between option A or B
 - ✓ Caring for shared purpose Y
4. **Connect** with what matters to everyone and why (**needs**)
5. **Get creative** to find options that care for all the needs
6. **Integrate** (enough) concerns for everyone to support the plan



To find needs

When someone shares an opinion or preference, ask:

“What would this give you?”

“What problem does it solve?”

“Why is this important?”

Go deeper to find needs or principles that no one opposes



Integration doesn't stop after a decision.

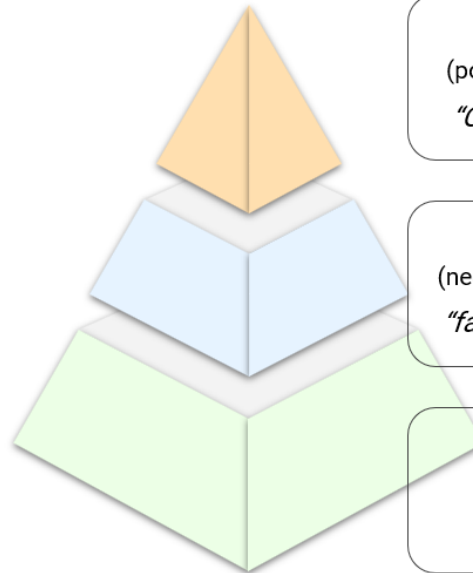
Respond to feedback with curiosity and look for ways to care for more needs.

See more tips on the
Integration Station website!

Integration:

Finding a way forward that everyone can support by focusing on underlying needs

Try to include considerations for all people who might be affected



Opinions

(position, proposal, or concern)

"Our leader should decide"

Considerations

(need in context of this decision)

"fast response to problems"

Universal Needs

clarity, effectiveness

Changing the conversation: Examples

Someone says	Old habits	New things to try
Let's cancel this plan.	No! How could you say that? We can't cancel.	What would become possible if we canceled? Can we look for another way to care for those needs?
That's not a good idea.	Yes, it is. You should listen more. Fine, I'll drop it.	What concerns do you have? This matters to me because...
I already decided. We don't have time. There's nothing to talk about.	I'm not going to follow this decision. It's not your call.	I get that you want to move on, and I want to be able to support this. Are you open to a few questions?

To help people adopt a decision or agreement:

- ✓ Check if people are **willing** and **able** to do it, offer **support**
- ✓ Write down clear **actions** or steps (who, when, what, how)
- ✓ Include the **shared purpose** and how needs were integrated
- ✓ Add **reminders** and ways to give **feedback**

For support or feedback, connect with someone from Integration Station.

Let's create a more collaborative future together.