

Sentence Stems for Healthy Conflict

- Can you elaborate on your thinking because I'm not sure I understand?
- I have some concerns about that suggestion. Could you explain it more?
- I want to push back on that idea. I've noticed...and I would suggest...
- I hear what you're saying, but have you considered...?
- What do you think the unintended consequences of doing that might be?
- I'm curious about...I have some reservations about doing that.
- That's an innovative idea. I'm having a hard time imagining how that could work. Could you explain?
- Can you help me understand why you believe that? My experience has led me to a different conclusion, but I want to understand your perspective.
- I disagree with you about that, but I want to hear your thoughts.
- I disagree with you about that. Can I share my reasoning?
- I disagree with you about that, but I'm willing to change my mind.
- It would help me get behind that idea if I could hear more about...
- I agree with several points you made, but I want to challenge you on this idea.
- I have a request to make. Are you open to hearing it?
- I think we've jumped into decision-making too fast and haven't gotten to the root of the problem. Could we spend some more time exploring what it might be?
- Let me see if I understand what you're saying. I hear that you think _____. Did I get that right?
- Ok, I still disagree with that idea, assessment, and suggestion.
- I hear that we have a difference in beliefs, and I understand that it comes from our different experiences.
- I hear that our beliefs are very different. To make a decision about what to do, it seems like we need to get additional perspectives.

Exhibit 12.3. © Elena Aguilar, *The Art of Coaching Teams: Building Resilient Communities that Transform Schools*. Jossey-Bass, 2016.

