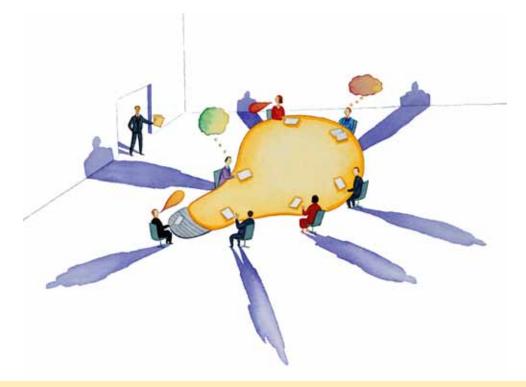
Value of conflict



Purpose: To help members understand the value of conflict and hearing opposing points of view.

Materials: Paper and pens or pencils for note taking.

Time: Dependent on group size.

- 1. Identify an issue for which there are differing points of view.
- 2. Have group members research the issue outside of the meeting time and prepare a persuasive case for their position.
- 3. Ask each member to present the argument in a compelling, interesting way and to try to avoid redundancy with others.
- 4. Allow each member to refute the opposing viewpoint and to rebut criticism of his or her position.
- 5. Have members reverse roles and present the opposing viewpoint as persuasively as possible.
- 6. Have the group work to integrate members' positions from the discussion.

Source: **Johnson, D.W., Johnson, R.T., & Tjosvold, D. (2000).** Constructive controversy: The value of intellectual opposition. In M. Deutsch & P.T. Coleman (Eds.), *The handbook of conflict resolution: Theory and practice* (pp. 65-85). San Francisco: Jossey-Bass.