

Debate and Dialogue

| DEBATE | DIALOGUE |
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| <ul style="list-style-type: none"> • Assuming that there is a right answer, and you have it | <ul style="list-style-type: none"> • Assuming that many people have pieces of the answer and that together they craft a new solution |
| <ul style="list-style-type: none"> • Combative: participants attempt to prove the other side wrong | <ul style="list-style-type: none"> • Collaborative: participants work together toward common understanding |
| <ul style="list-style-type: none"> • About winning | <ul style="list-style-type: none"> • About exploring common ground |
| <ul style="list-style-type: none"> • Listening to find flaws and make counter arguments | <ul style="list-style-type: none"> • Listening to understand, find meaning and agreement |
| <ul style="list-style-type: none"> • Defending our own assumptions as truth | <ul style="list-style-type: none"> • Revealing our assumptions for re-evaluation |
| <ul style="list-style-type: none"> • Seeing two sides of an issue | <ul style="list-style-type: none"> • Seeing all sides of an issue |
| <ul style="list-style-type: none"> • Defending one's own views against those of others | <ul style="list-style-type: none"> • Admitting that others' thinking can improve on one's own |
| <ul style="list-style-type: none"> • Searching for flaws and weaknesses in others' positions | <ul style="list-style-type: none"> • Searching for strengths and value in others' positions |
| <ul style="list-style-type: none"> • By creating a winner and loser, discourages further discussion | <ul style="list-style-type: none"> • Keeps the topic open even after the discussion formally ends |
| <ul style="list-style-type: none"> • Seeking a conclusion or vote that ratifies your position | <ul style="list-style-type: none"> • Discovering new options, not seeking closure |

Synthesized and adapted from the work of:

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