

**Disagreeing Agreeably**  
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In order for officers to benefit fully from every member's contribution, we must all learn to be both honest and tactful – to disagree agreeably.

	<b><u>Disagreeing Agreeably</u></b>	<b><u>Disagreeing Disagreeably</u></b>
<b>Before the meeting:</b>	Informs opponents of views	Surprises opponents
	Caucuses include opponents	Caucuses exclude opponents
	Seeks consensus/compromise	No discussion
<b>During the meeting:</b>	Respectful, humble	Self-righteous, self-assured
	Begins by listening	Begins with assumptions
	Accurately represents opponent	Caricatures opponent
	Articulates common ground	Strictly adversarial
	Gives clear rationale	Gives no rationale
	Proposes alternative	Proposes no alternative
	Seeks best solution	Seeks to win argument
<b>After the Meeting:</b>	Supports group decision	Undermines group decision