

# TRANSFORMING POLARIZED DISCUSSIONS

## 1. SET DIALOGIC GROUND RULES

Dialogue is collaborative: participants work together toward common understanding. Debate, in contrast, is combative: participants attempt to prove the other side wrong.

## 2. LISTEN TO DE-ESCALATE

People often listen just long enough to object and react. The **LARA** Framework focuses on respect and thoughtful responses.

**LARA**

**LISTEN**  
**AFFIRM**  
**RESPONSE**  
**ADD**

## 3. ESCAPE VALVE

Plan a discipline-based escape valve assignment. For example, can alternative dispute resolution systems be structured to deal with political polarization among line workers (HR)? OR What are two essential attributes of a fair tax policy (Accounting)?