

# Contrasting & Cooperative Values

Some Contrasting Values		Some Cooperative Values
Being impatient and giving up quickly	←1—2—3—4—5→	Being patient and willing to persevere
Unkind	←1—2—3—4—5→	Kind
Jealous	←1—2—3—4—5→	Accepting
Conceited	←1—2—3—4—5→	Modest
Arrogant	←1—2—3—4—5→	Humble
Rude	←1—2—3—4—5→	Courteous
Insists on my way	←1—2—3—4—5→	Looks for our way
Immediately expresses irritation	←1—2—3—4—5→	Self-controlled
Anger destroys people	←1—2—3—4—5→	Anger destroys barriers
Always pessimistic	←1—2—3—4—5→	Provides hope
If they misunderstand me, I refuse to try to understand them	←1—2—3—4—5→	If they misunderstand me, I try to understand them
It's feelings that are important; or it's reason that is important	←1—2—3—4—5→	Balance reason and emotion
Emotion used to get my way	←1—2—3—4—5→	Emotion brings attention to problem and its intensity
Refuse to listen	←1—2—3—4—5→	Always open to listening and summarizing until the speaker says, "Yes, that is what I said."
Discourage disagreement	←1—2—3—4—5→	Invite disagreement
Making agreements is a way to get them "off your back," then do what you want	←1—2—3—4—5→	Agreements that are made are kept or re-negotiated
Only my concerns/interests are important	←1—2—3—4—5→	Everyone's concerns/interests are important
OK to manipulate, hide, or disguise information to get my way	←1—2—3—4—5→	Want everyone to make free and voluntary decision based on full understanding
Push for what I want, wait for them to raise objections	←1—2—3—4—5→	Take initiative to check it out with those who will be impacted most
A good process and a good decision are the sole responsibility of the moderator	←1—2—3—4—5→	Each person assumes some responsibility for good process and a good decision
I stick to my position	←1—2—3—4—5→	Continually reexamine my position in the light of mine and others' concerns
Eliminate the opponent	←1—2—3—4—5→	Unconditional commitment to be constructive