



# Dialog and Resolve LLC

Springfield, MO

417-879-4016

david@dialogandresolve.com

www.dialogdojo.com

## Single Question Model Infused with Group-Process Models, and Personal-Disagreement Processes © 2025-01-27

### Step 1: What is the question we are trying to answer?

|                           |                                | Step 4  | Step 5   | Step 6  | Step 7  |   |   |             |            |             |  |
|---------------------------|--------------------------------|---|--|---|---|---|---|-------------|------------|-------------|--|
|                           |                                | Gather opportunity costs and TRIPS Interests                | Generate Possible Solutions using Creative Thinking Tool(s) and/or Research  | Pick one of the solutions using an Appropriate Decision Making Tool | Craft Accountability for the Solution   |   |   |             |            |             |  |
|                           |                                | T<br>R<br>I<br>P<br>S                                       | Possible Solution 1<br>Possible Solution 2<br>Possible Solution 3<br>Possible Solution 4<br>Possible Solution 5<br>Possible Solution 6<br>etc  | 1 Solution  | Who is going to do what by when with what resources & how will the people who need to know the step(s) is(are) done know when it (they) are done? |   |   |             |            |             |  |
| Steps 2-3                 |                                | The Positional Authority gets to decide the Group Process   |  |   |   |   |   |             |            |             |  |
| Terms used by Dialog Dojo | Terms by Crucial Conversations | <a href="#">Terminology used by Vroom-Yetton-Jago Model</a> |  |   |   | Appropriate Personal Process options for each Group Process | Compete - with a high level of concern for the Team's Interests | Collaborate | Compromise | Accommodate | Avoid - only to put off a conversation until a better time/place |
| Intensive Care (IC)       | Command                        | A1 - Autocratic   | Leader does Steps 4-7  |   |   | Leader  | x   |             |            |             |  |
|                           |                                | A2 - Autocratic   | Steps 4-5, as needed, Leader asks team members for specific information - doesn't necessarily tell them what the information is needed for   | Leader does Steps 6-7   |   | Leader  | x   |             |            |             |  |
| Consult                   | Consult or Vote                | C1 - Consultative   | Steps 4-5, Leader informs team members of what the leader is doing and may, as needed, individually ask opinions; however, the team is not brought together for discussion.  | Leader does Steps 6-7   |   | Leader  | x   |             |            |             |  |
|                           |                                | C2 - Consultative   | Steps 4-5, Facilitator gets the team together to have an open dialog. The Leader may facilitate.   | Leader does Steps 6-7   |   | Leader  | x   | x           |            |             |  |
| Collaborate               | Collaborate                    | G - Group (Collaborate)                                     | Steps 4-7, Facilitator gets the team together to have an open dialog. The Leader may facilitate if the leader and team are skilled at facilitation and collaboration; otherwise, it would be best to have a third-party facilitator. Decision - all thumbs up or sideways. |   |   | Leader  |   | x           |            |             |  |
|                           |                                |   |  |   |   | Members   |   | x           |            |             |  |