

Group Dynamics - The Alignment Ladder

5	Ownership	<u>I will support this decision as if I owned it.</u> <u>I am totally committed to its success.</u>
4	Buy-In	<u>I will support this fully as a team member.</u>
3	Compliance	<u>I do not necessarily agree but will do whatever is asked of me to accomplish the desired results.</u>
2	Subtle Resistance	<u>I do not agree. I will not put my energy against making this successful however I would rather not participate.</u>
1	Strong Resistance	<u>I totally disagree and cannot support in any way. My energy will be against this being successful.</u>

Behavior out side of the room must be consistent with the point of view expressed inside the room.

Key Questions:

Perhaps you see something I am not aware of or I see something you are not considering. Can we explore this.

Here are the facts as I understand them and how I used these facts in reaching my conclusion. Do you see it differently?

Here is my view and how I arrived at it. How does that sound to you?

I am genuinely interested in finding any flaws in my thinking. Where might we be seeing it differently.

Avoid thinking in terms of either/or. Find the AND