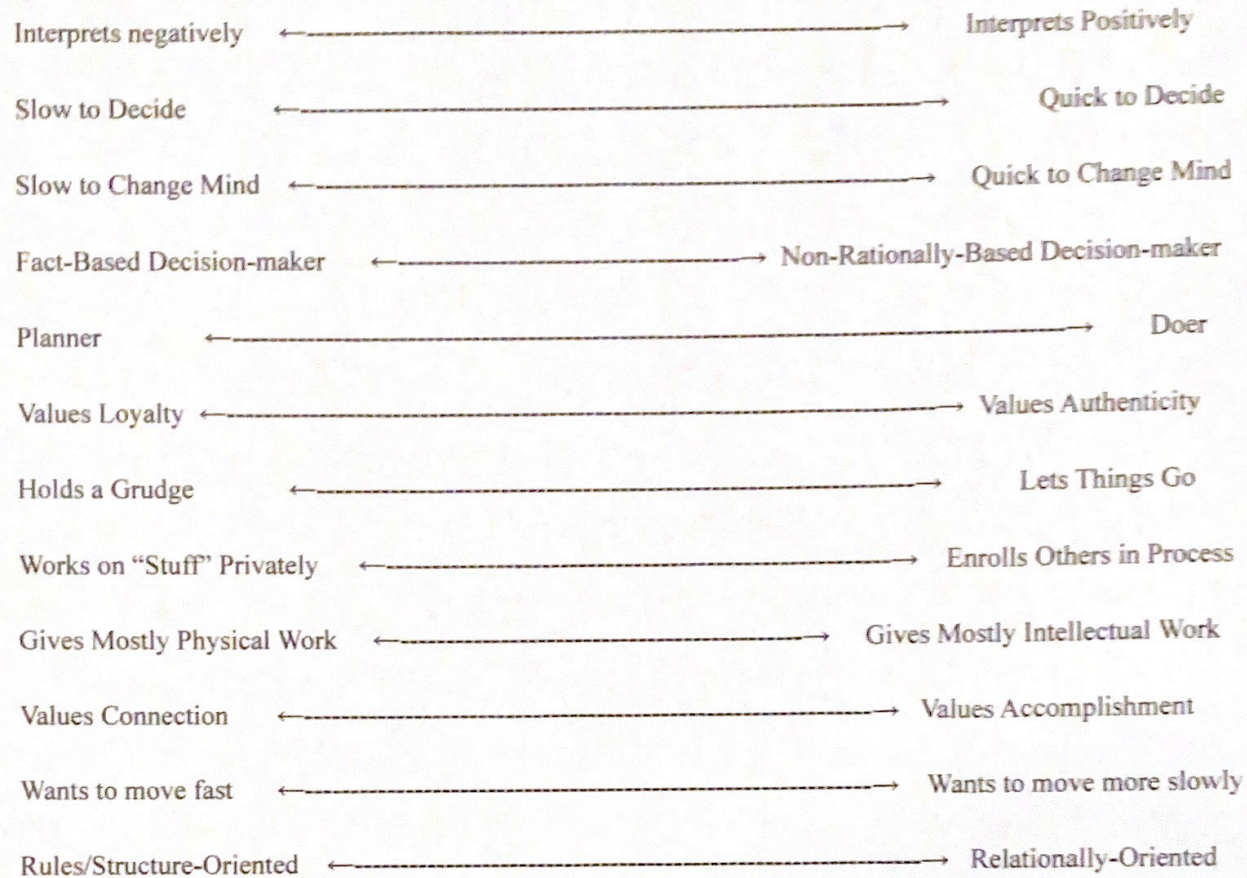


**Spectrums that can lead to (or feed) conflict:** This is a great group exercise (asking people to line up on a designated line in a room, literally placing themselves where they generally find themselves on each spectrum) or a personal meditation and contemplation tool, considering how you and the person you are in conflict with may be different in some key ways.

From Yana Ludwig

The following are common scales that describe basic approaches to life; they can also be sources (or complications) of tension when the other end of the spectrum is not honored. In most healthy groups, there are people spread out throughout these scales. All traits have a valuable aspect to them and all have pitfalls. Ideally, the membership of an organization takes into account these sorts of things when trying to find a good roles for someone to play, i.e. quick decision-making is valuable in a work-party leader, but not so much for budget team members, where you want more measured thinking.

Suggested uses: Perspective. Create an exercise to get to know each other better. Use to reduce judgment. Foster understanding of the source of conflicts.



The facilitator can make up other examples that are powerful for the group you are in. Have people stand along an imaginary line, with one end of the line representing the extreme of each orientation. A standard question for the facilitator to ask might be, "How is this playing out in our group? Are some of our conflicts related to this piece?"