**Facilitator Guide: Designing Alliance – Light to Deep Practice Development**

 **Speed-Dating Questions**

**Question 1:** What’s one of the silliest reasons you’ve been in a conflict with someone at work (encourage playful responses)? **(4 minutes)**

**Question 2:** How has positional power influenced a conflict you’ve been in in the past? Think about either the positional power you’ve held or the person you were in conflict with. **(4 minutes)**

**Question 3:** Reflecting on your conflict style, what’s one source of inspiration or source that’s helped you resolve a conflict in the past? (encourage thinking of mentors, colleagues, practices, etc). **(4 minutes)**

 **Question 4:** What’s your conflict resolution super-power? (give examples i.e. listening, empathy, honest, etc) **(4 minutes)**

**Question 5:** What’s one key reminder you tell yourself when a new conflict arises (encourage them to think about this as a “principle” / approach to conflict resolution). **(4 minutes)**