

# ACCELERANT CULTURE\*

---

Collaboration & Conflict

SPACE\*  
CREATOR

# what do we mean by collaboration?

# what do we mean by collaboration?

To collaborate means to work together.

The root of the word means ***to suffer or strive with one another.***

There will be friction in that process.

When we remember this, we can see that conflict (*to strike together*) is a part of the collaborative process, not a distraction from it.

# what do we mean by collaboration?

To collaborate means to work together.

The root of the word means ***to suffer or strive with one another.***

There will be friction in that process.

When we remember this, we can see that conflict (*to strike together*) is a part of the collaborative process, not a distraction from it.

Conflict itself isn't bad.

Conflict handled poorly or personally is bad,  
but conflict as a part of our collaborative process isn't.

**We don't want to avoid conflict; we want to engage in it well.**

# 3 tiers of conflict



# 3 tiers of conflict

## Collaboration Zone

### Conflicts of IDEA

**Disagreement:** about decisions, strategies, or processes

**Quest:** to prove we are *right*

**Emotional Cues:** frustration, uncertainty, curiosity

**Sounds Like:**

# 3 tiers of conflict

## Collaboration Zone

### Conflicts of IDEA

**Disagreement:** about decisions, strategies, or processes

**Quest:** to prove we are *right*

**Emotional Cues:** frustration, uncertainty, curiosity

#### **Sounds Like:**

*Which idea serves our objectives more clearly or cleanly?*

*What strategy does our data indicate?*

*Is our disagreement about approach or intended outcome?*

*We've not done it that way before - can you help me understand?*

These questions explore content, not character. This disagreement is practical rather than personal. There are real question marks in play.

# 3 tiers of conflict

## Collaboration Zone

### Conflicts of IDEA

**Disagreement:** about decisions, strategies, or processes

**Quest:** to prove we are *right*

**Emotional Cues:** frustration, uncertainty, curiosity

#### **Sounds Like:**

*Which idea serves our objectives more clearly or cleanly?*

*What strategy does our data indicate?*

*Is our disagreement about approach or intended outcome?*

*We've not done it that way before - can you help me understand?*

These questions explore content, not character. This disagreement is practical rather than personal. There are real question marks in play.

What are some of the conflicts of IDEAS that are present here?

# 3 tiers of conflict

## In-Fighting Zone

### Conflicts of **IDENTITY**

**Disagreement:** about who we are or who we're identifying with

**Quest:** to prove we belong

**Emotional Cues:** defensiveness, aggression, co-dependence

**Sounds Like:**

# 3 tiers of conflict

## In-Fighting Zone

### Conflicts of **IDENTITY**

**Disagreement:** about who we are or who we're identifying with

**Quest:** to prove we belong

**Emotional Cues:** defensiveness, aggression, co-dependence

### **Sounds Like:**

*That might have worked somewhere else, but not here.*

*Of course you'd say that.*

*We're family, so \_\_\_\_\_.*

*People like you always take that position.*

Emotions rise, and question marks turn to periods. The disagreement is no longer about the best idea but about belonging, tenure, or team.

# 3 tiers of conflict

## In-Fighting Zone

### Conflicts of **IDENTITY**

**Disagreement:** about who we are or who we're identifying with

**Quest:** to prove we belong

**Emotional Cues:** defensiveness, aggression, co-dependence

#### **Sounds Like:**

*That might have worked somewhere else, but not here.*

*Of course you'd say that.*

*We're family, so \_\_\_\_\_.*

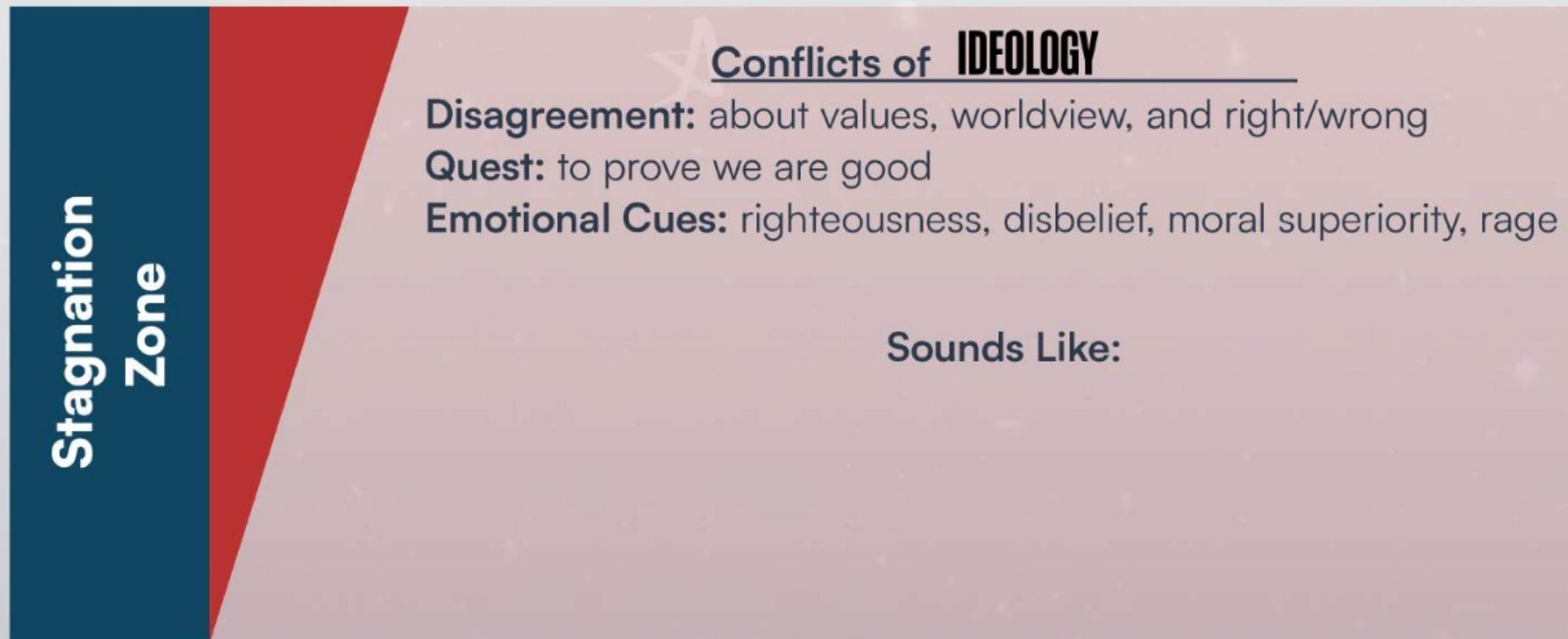
*People like you always take that position.*



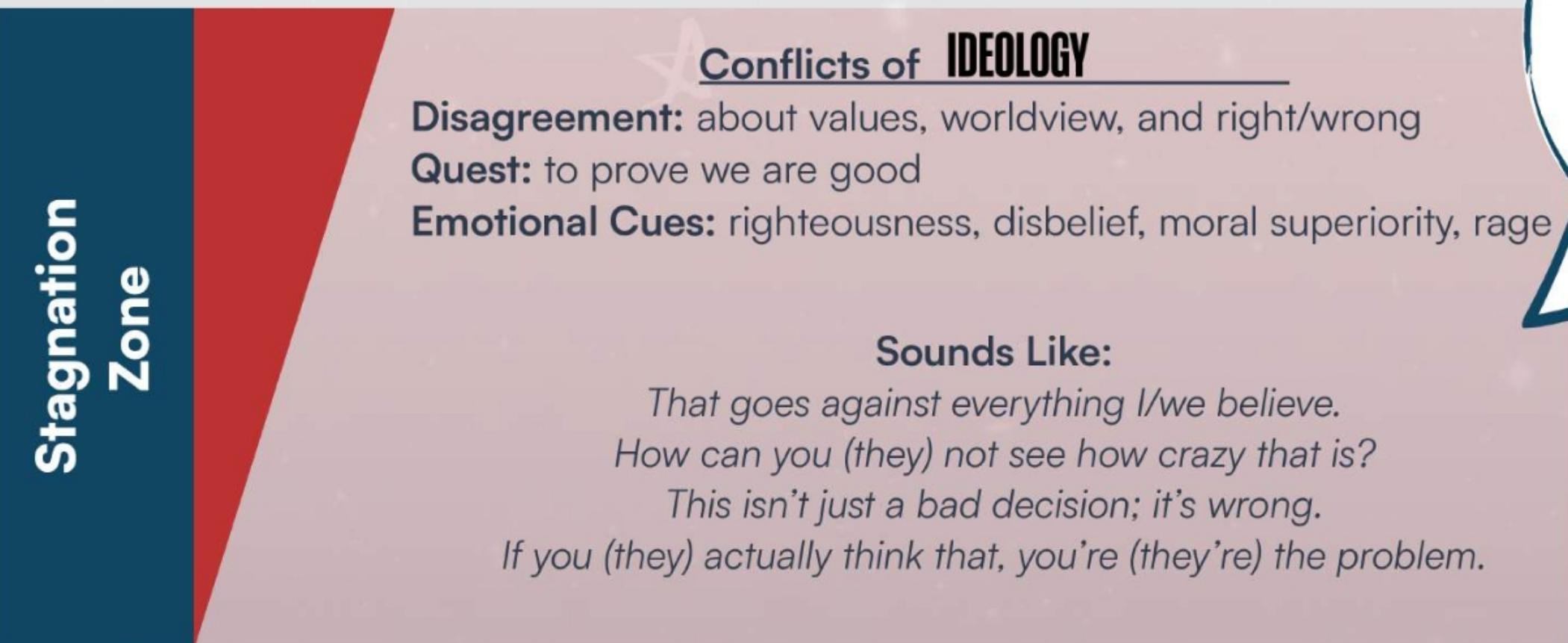
This is where we might flex our DEI muscles a little bit, and think about how “you people” gets constructed in our spaces, and in society at large.

Emotions rise, and question marks turn to periods. The disagreement is no longer about the best idea but about belonging, tenure, or team.

# 3 tiers of conflict



# 3 tiers of conflict



The stakes feel impossibly high. The language becomes absolute, moral, and often polarized. There is a clear good guy vs. bad guy tone.

# 3 tiers of conflict

## Stagnation Zone

### Conflicts of IDEOLOGY

**Disagreement:** about values, worldview, and right/wrong

**Quest:** to prove we are good

**Emotional Cues:** righteousness, disbelief, moral superiority, rage

#### **Sounds Like:**

*That goes against everything I/we believe.*

*How can you (they) not see how crazy that is?*

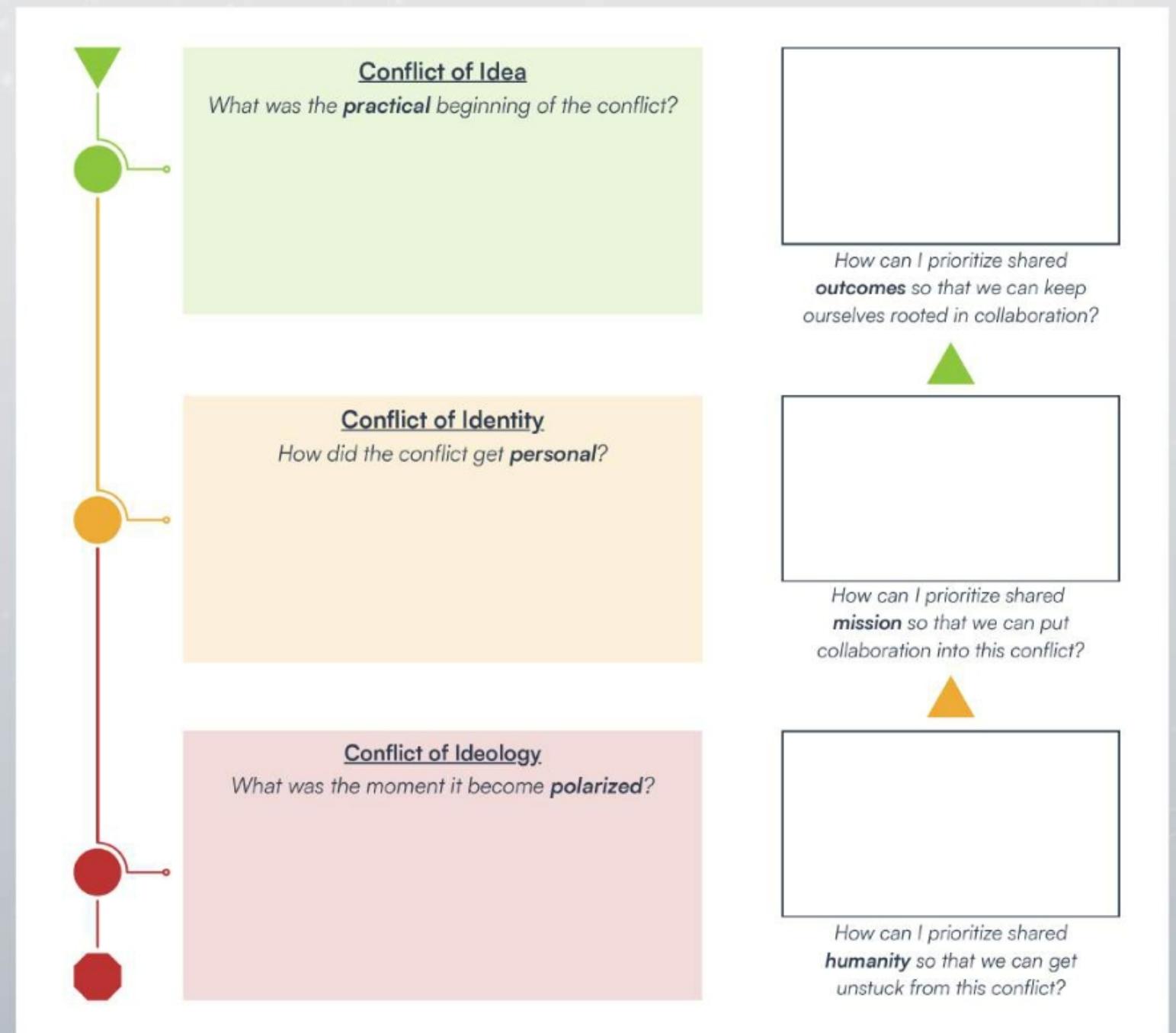
*This isn't just a bad decision; it's wrong.*

*If you (they) actually think that, you're (they're) the problem.*

The stakes feel impossibly high. The language becomes absolute, moral, and often polarized. There is a clear good guy vs. bad guy tone.

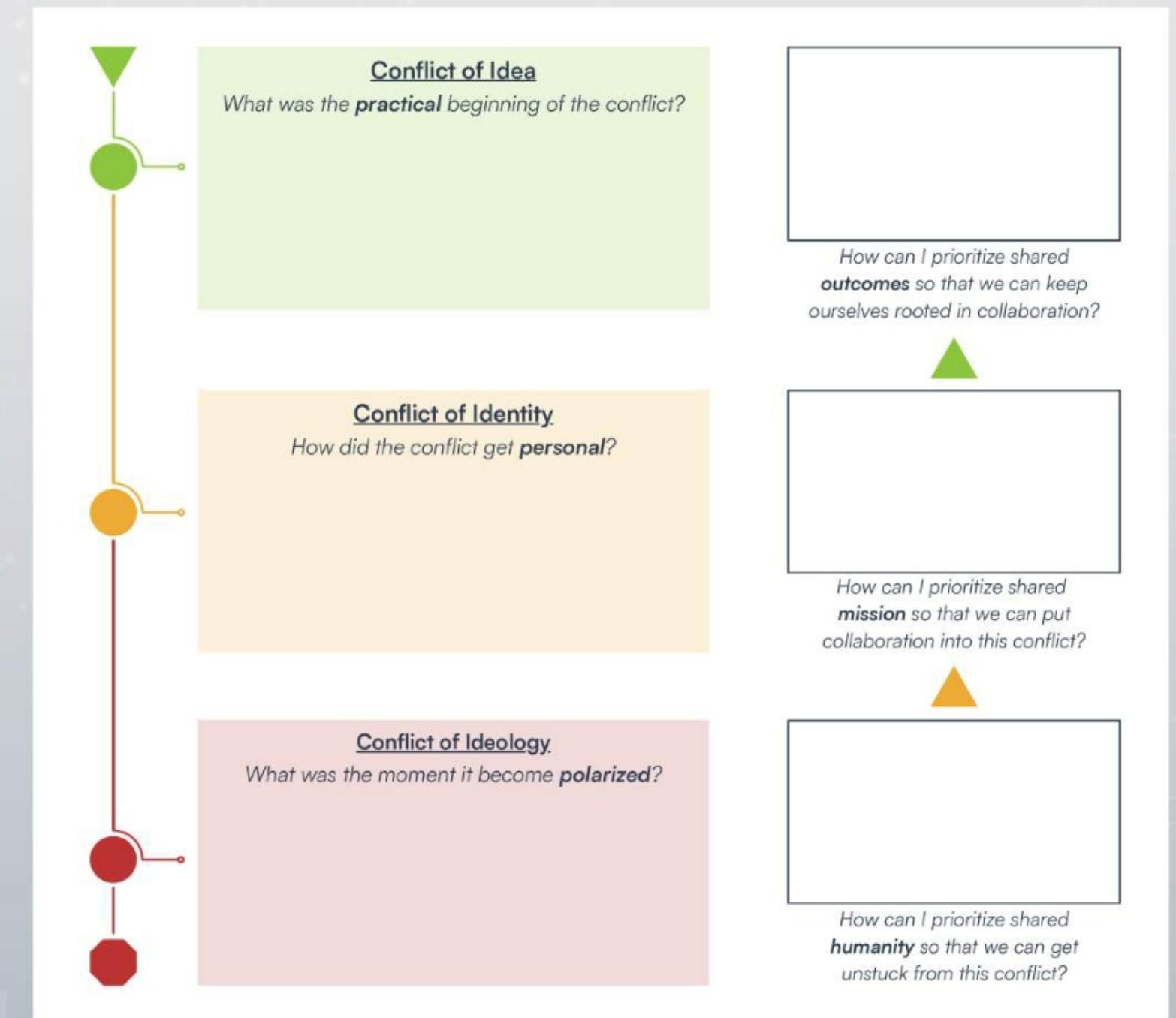
Where do we see this kind of IDEOLOGICAL conflict today?  
What does it feel like to be “here?”

# so... what do we do with this?



# so... what do we do with this?

WHERE/HOW DID  
IT START?

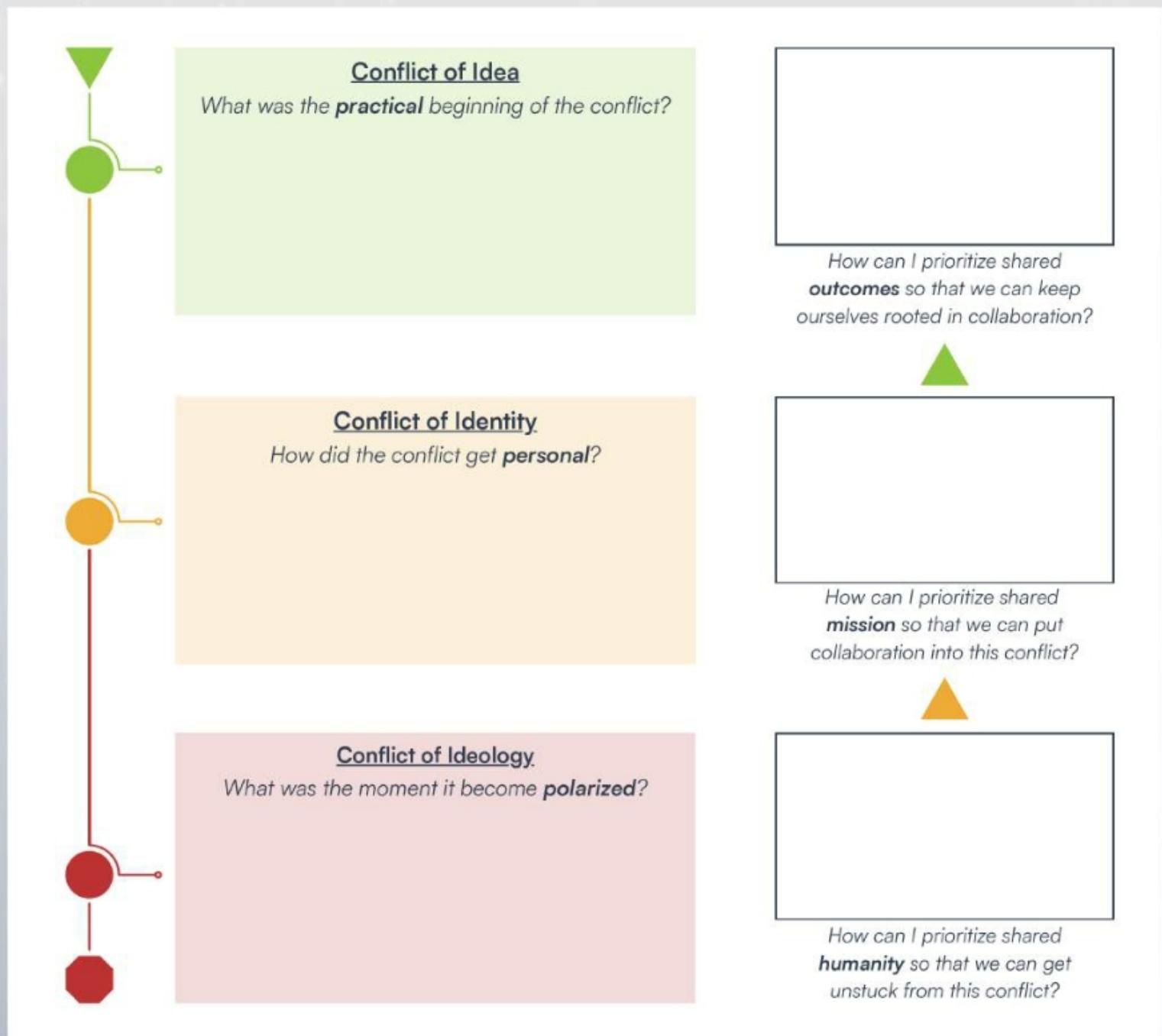


# so... what do we do with this?

WHERE/HOW DID  
IT START?



WHERE DID IT  
GO NEXT?



# so... what do we do with this?

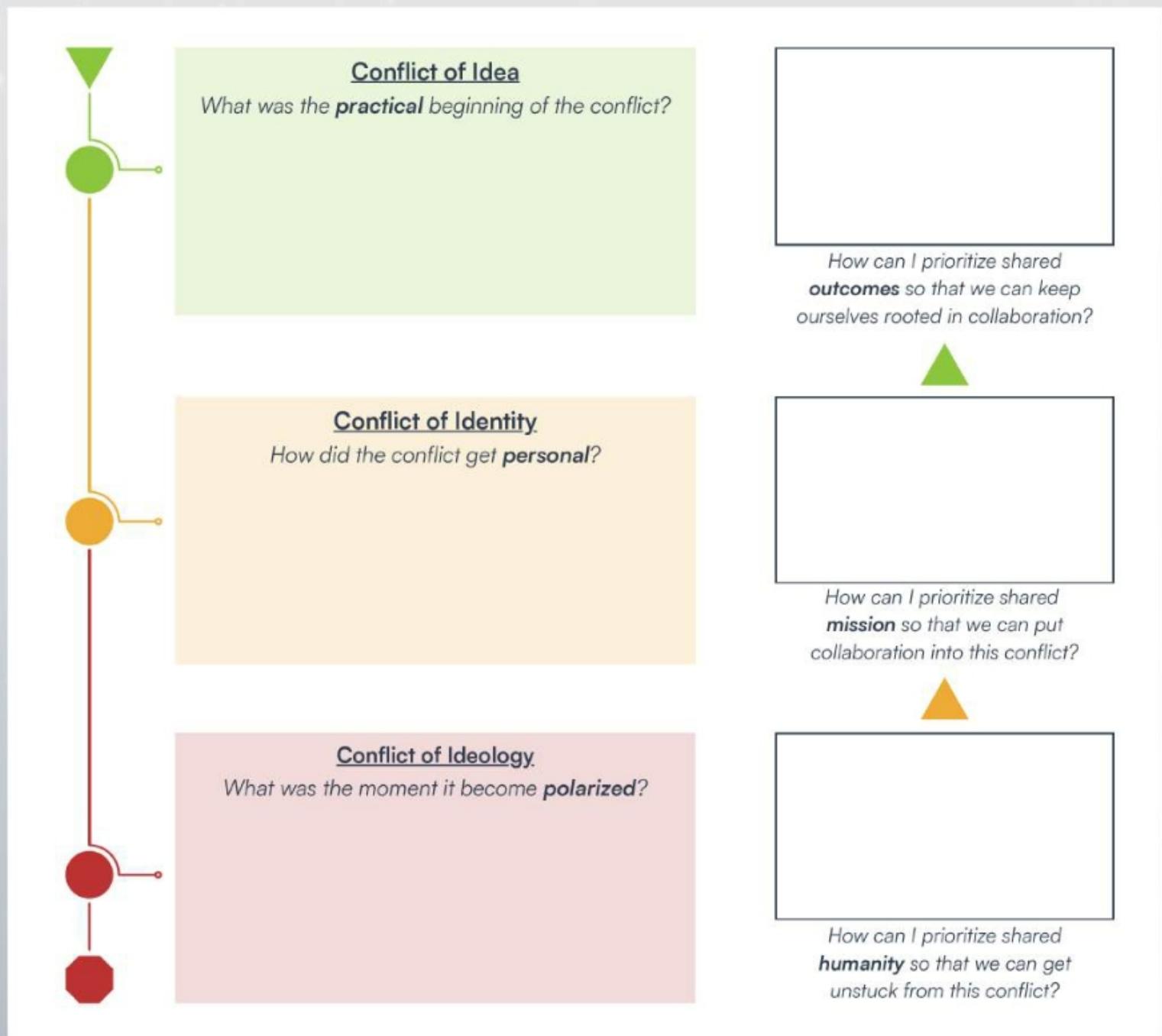
WHERE/HOW DID  
IT START?



WHERE DID IT  
GO NEXT?



WHERE DID IT  
LAND



# so... what do we do with this?

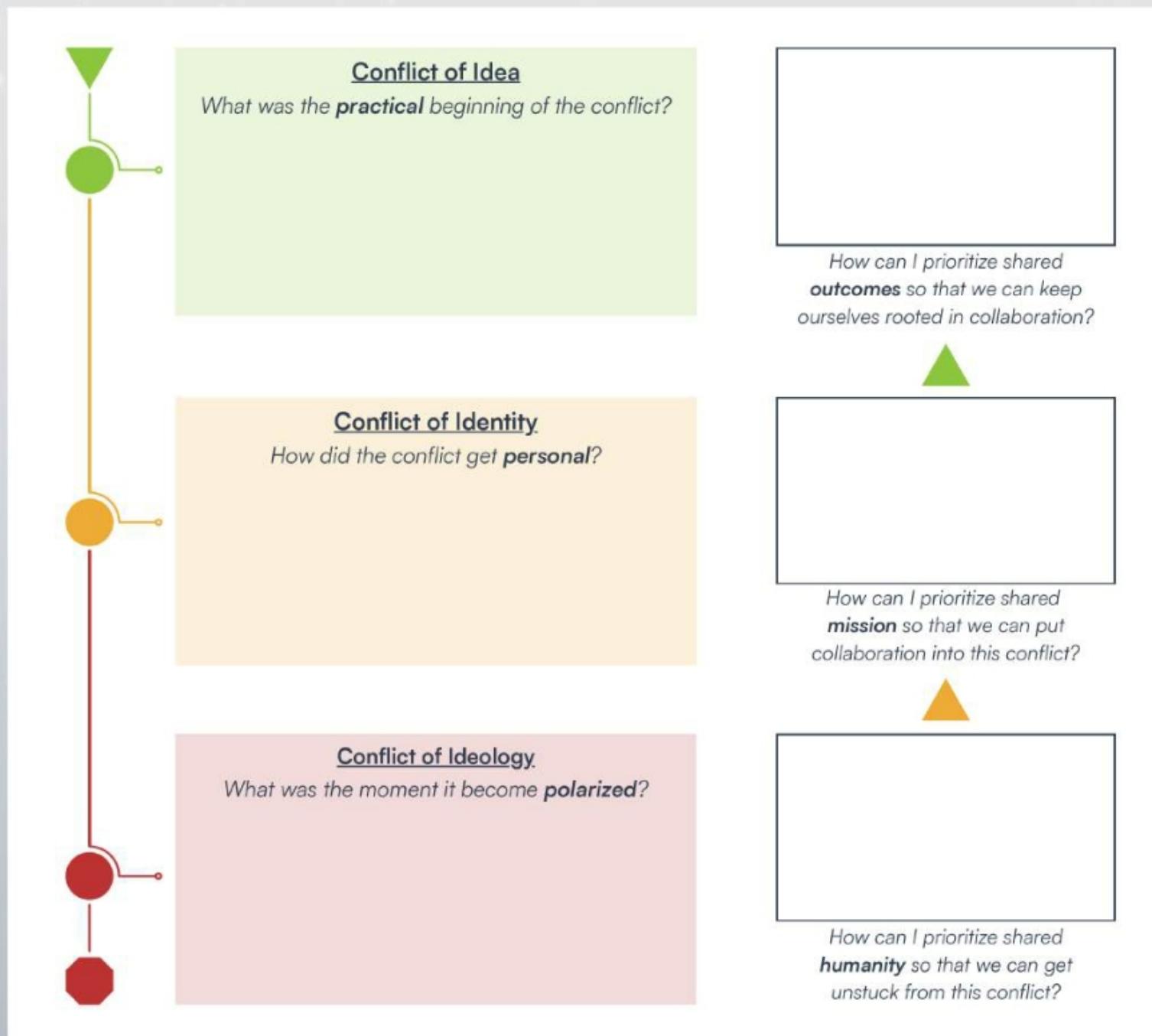
WHERE/HOW DID  
IT START?



WHERE DID IT  
GO NEXT?



WHERE DID IT  
LAND



VALUES

SPACE\*  
CREATOR

# so... what do we do with this?

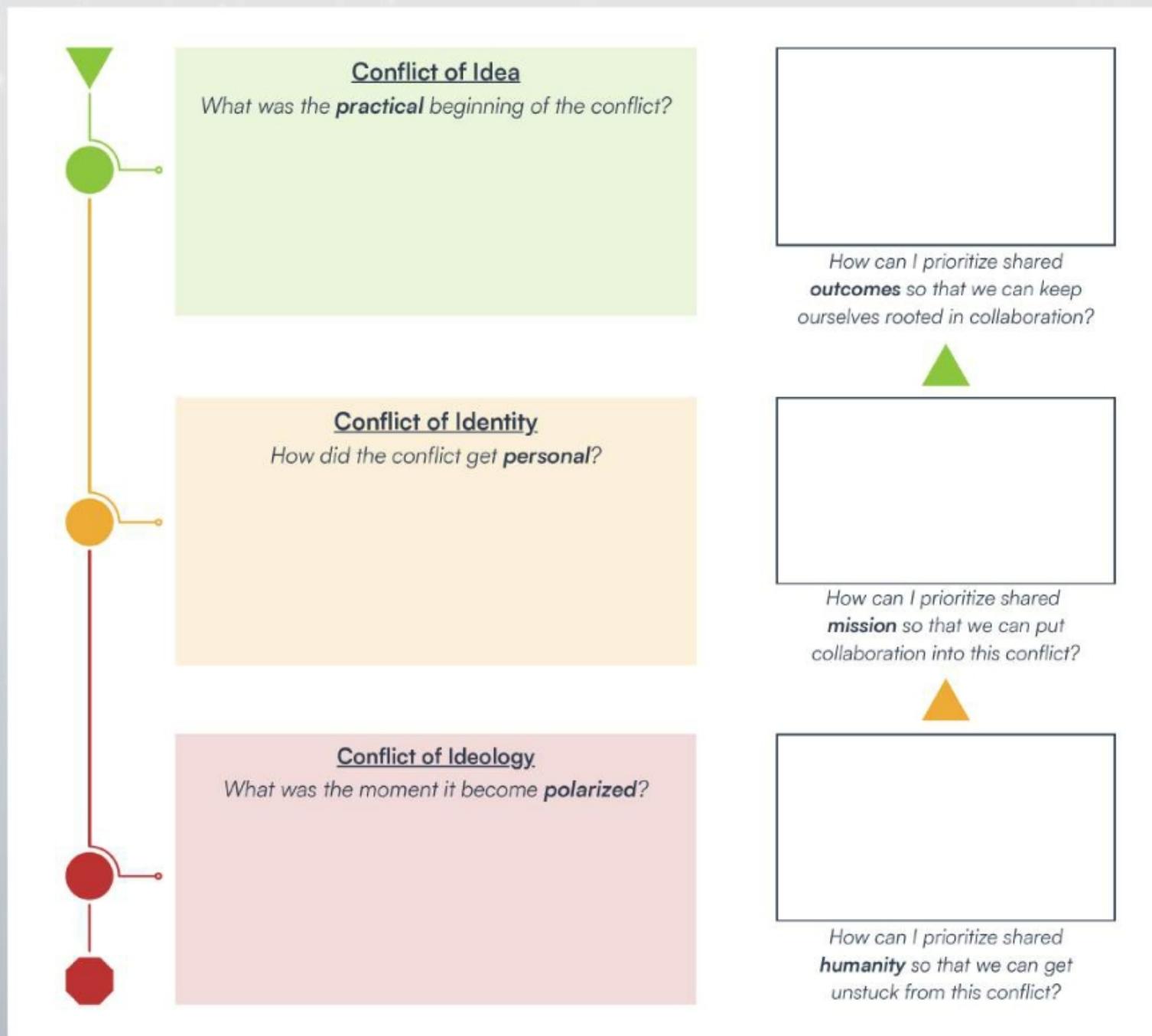
WHERE/HOW DID  
IT START?



WHERE DID IT  
GO NEXT?



WHERE DID IT  
LAND



**PURPOSE**



**VALUES**



SPACE\*  
CREATOR

# so... what do we do with this?

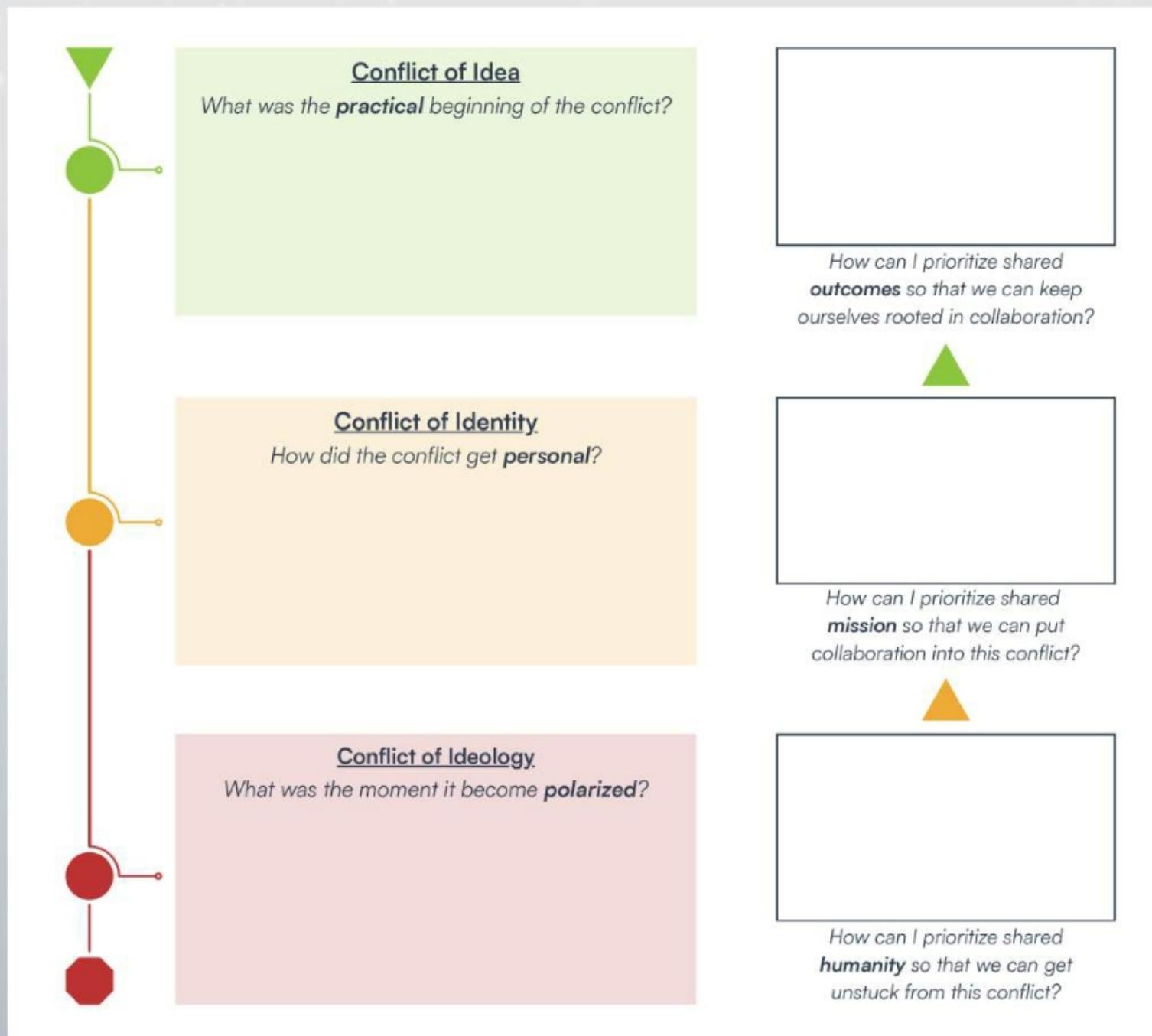
WHERE/HOW DID  
IT START?



WHERE DID IT  
GO NEXT?



WHERE DID IT  
LAND



RESULTS



PURPOSE



VALUES



SPACE\*  
CREATOR



**For more:**

[daniel@spacecreator.com](mailto:daniel@spacecreator.com)

[spacecreator.com](http://spacecreator.com)

[experienceindicator.com](http://experienceindicator.com)

SPACE\*  
CREATOR