



# ACCELERANT CULTURE<sup>+</sup>®

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Collaboration & Conflict

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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.



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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



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## Collaboration Zone

### Conflicts of IDEA

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

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

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

**Sounds Like:**



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#### **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.



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

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## 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

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*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.



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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.

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## Stagnation Zone

### Conflicts of **IDEOLOGY**

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

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

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*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.



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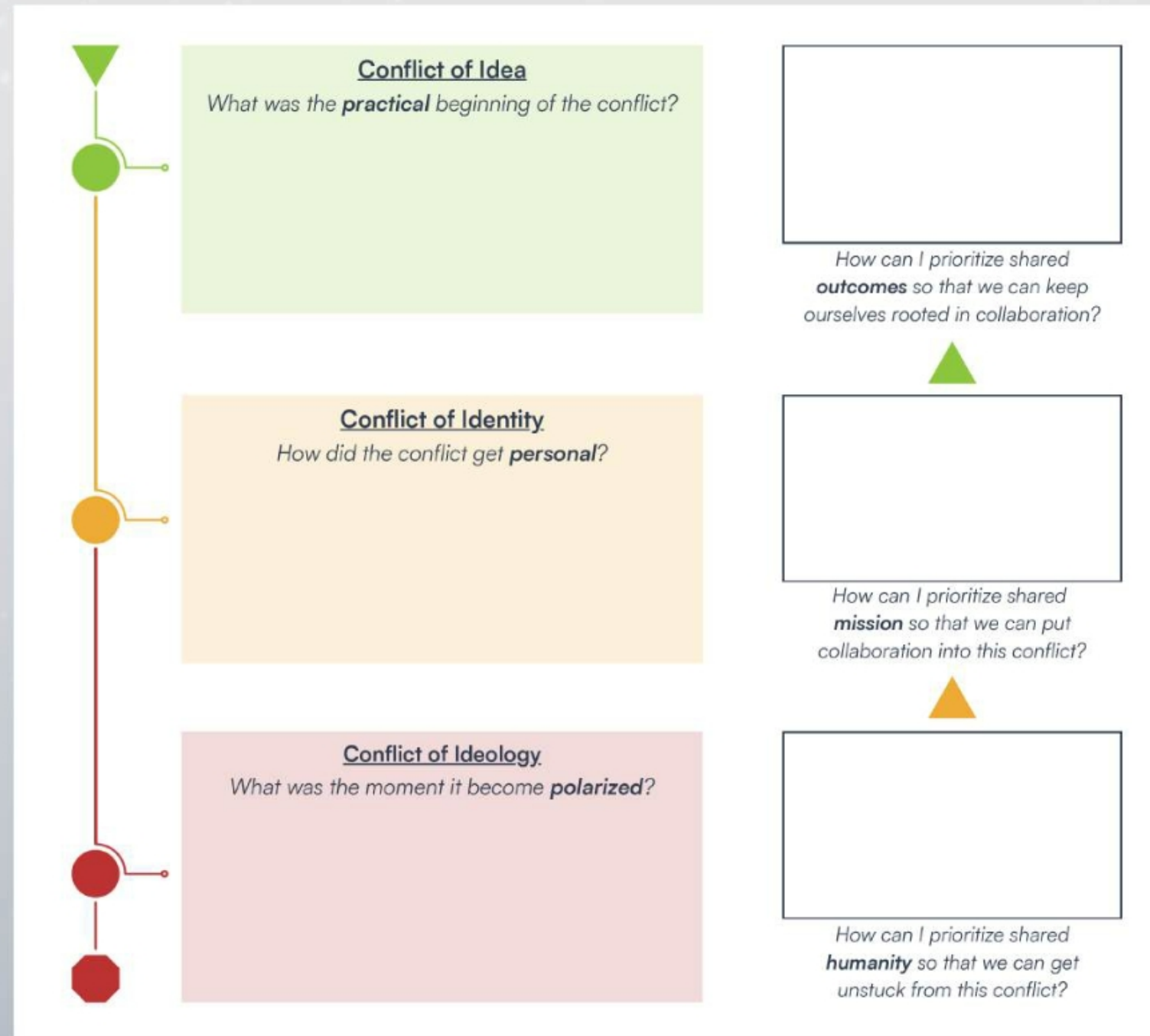
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Where do we see this kind of  
IDEOLOGICAL conflict today?  
What does it feel like to be “here?”

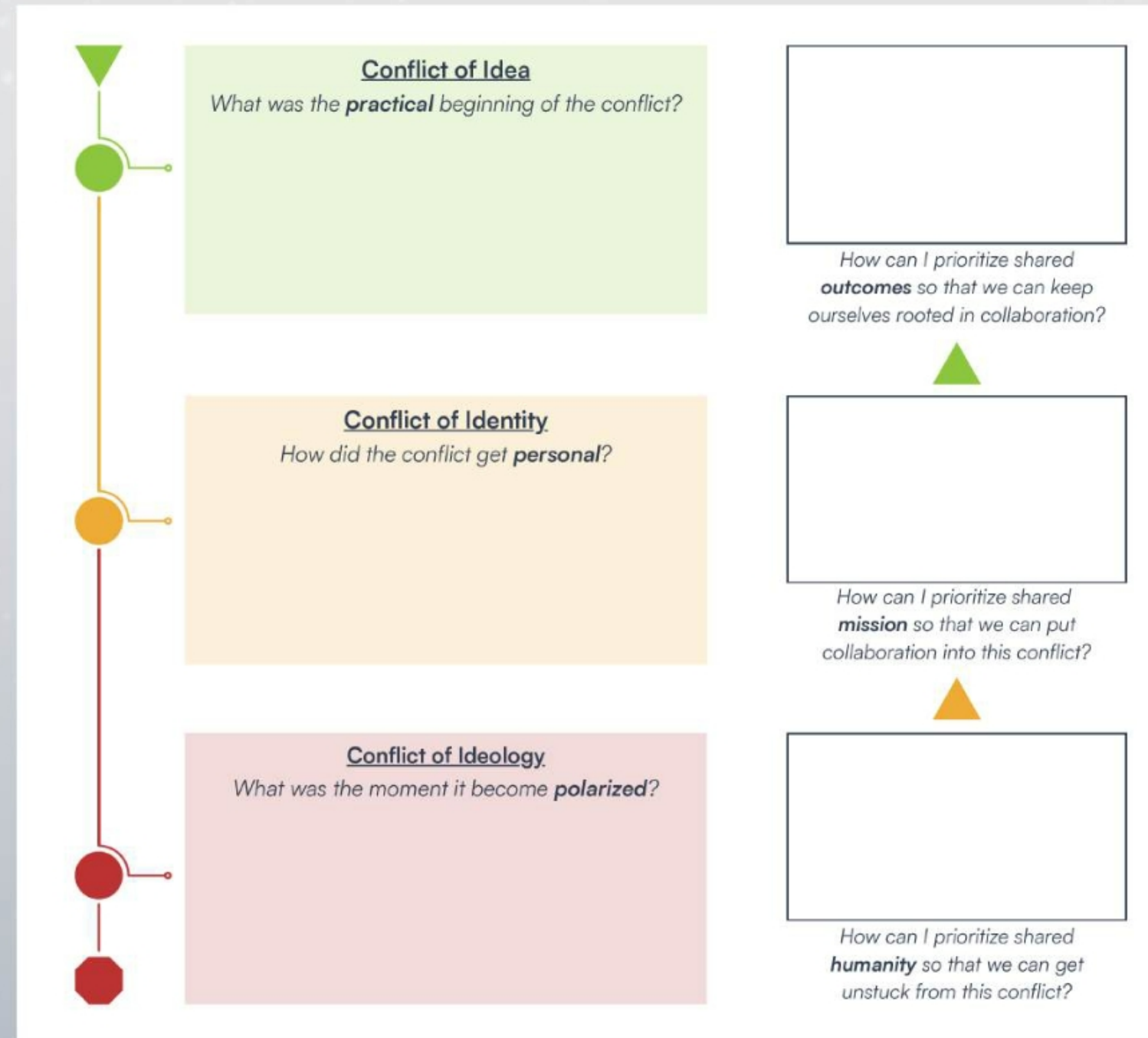
# so... what do we do with this?





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WHERE/HOW DID  
IT START?



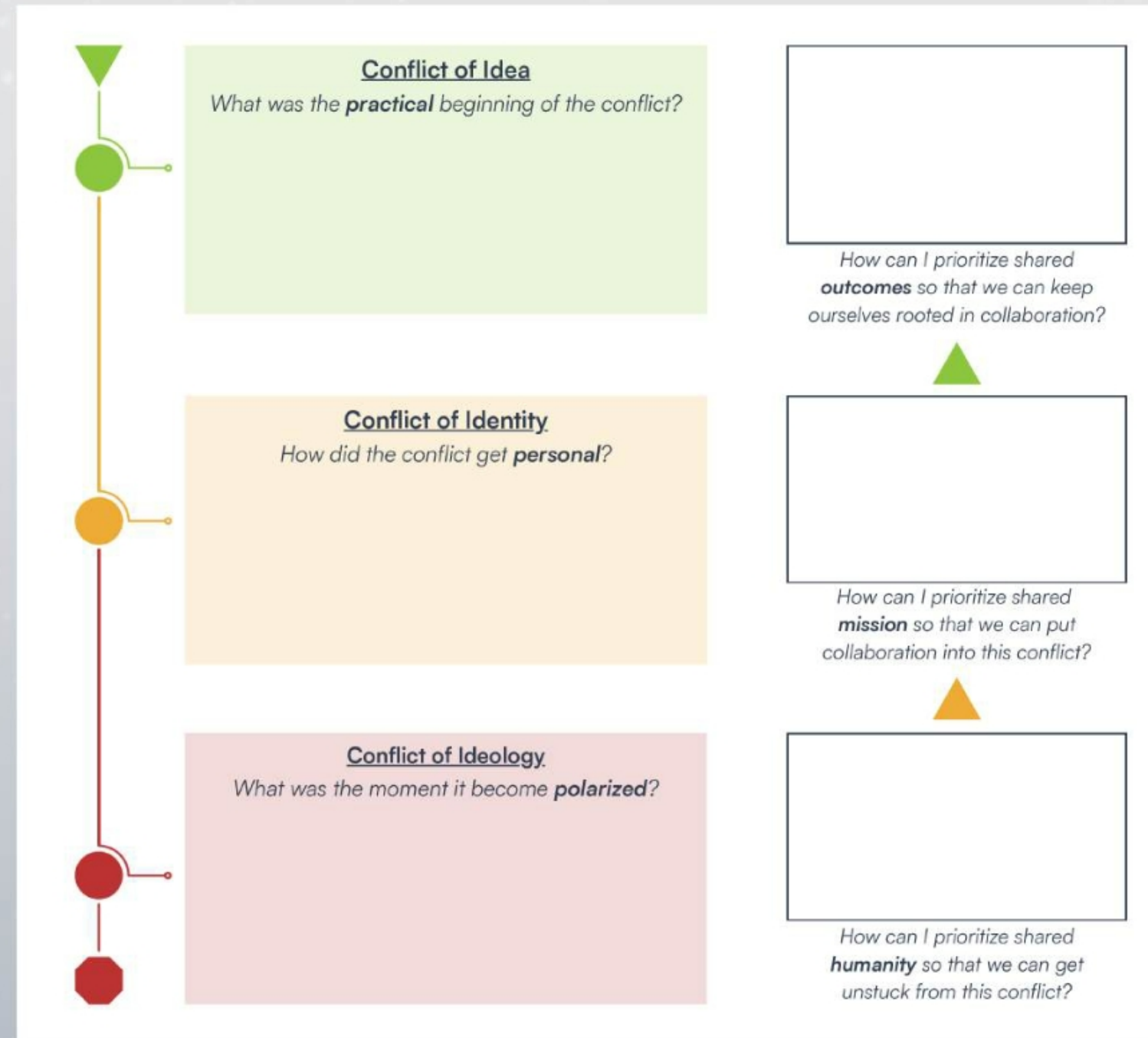


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WHERE/HOW DID  
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WHERE DID IT  
GO NEXT?



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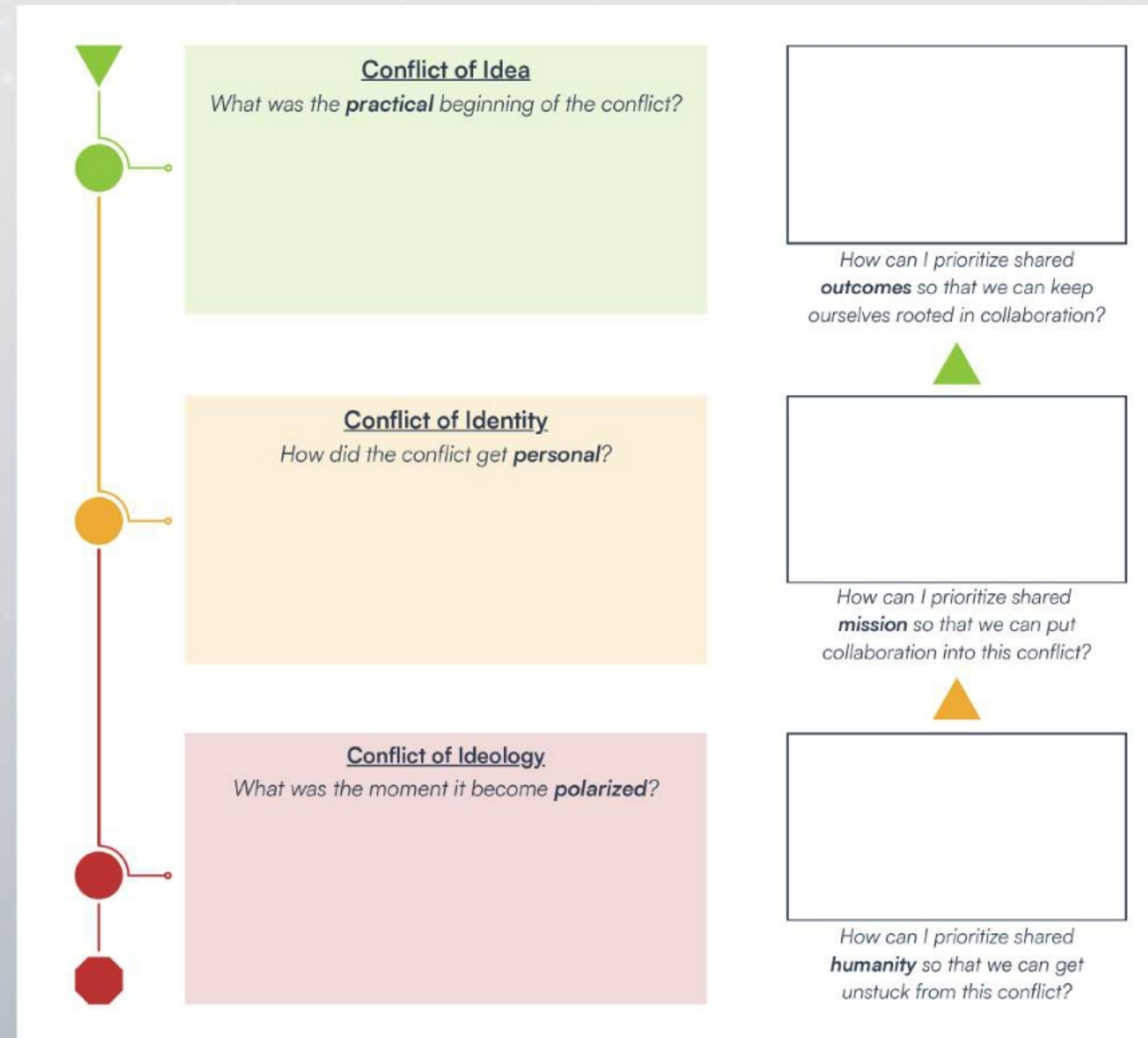
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WHERE DID IT  
GO NEXT?



WHERE DID IT  
LAND





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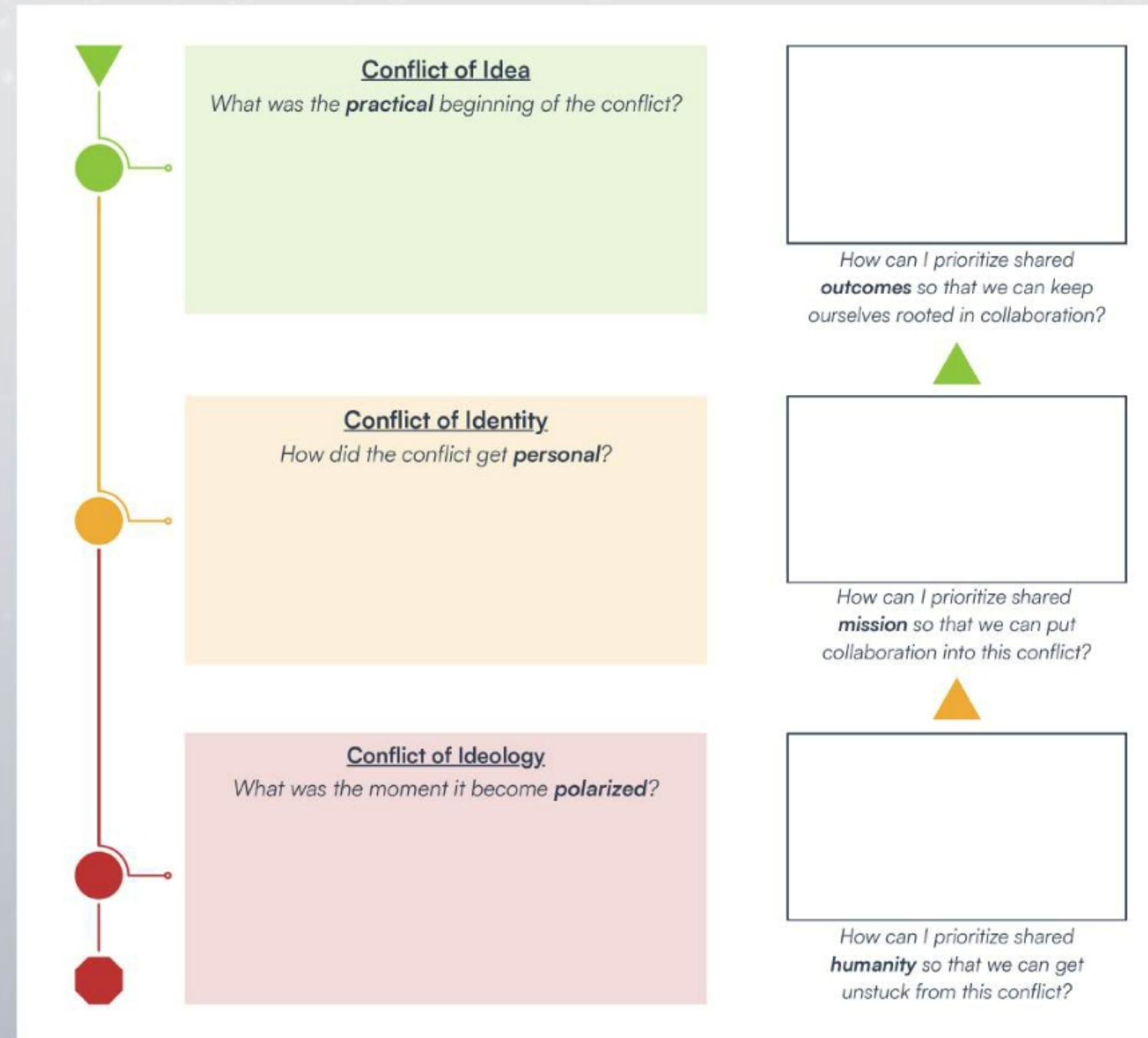
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VALUES



SPACE\*  
CREATOR

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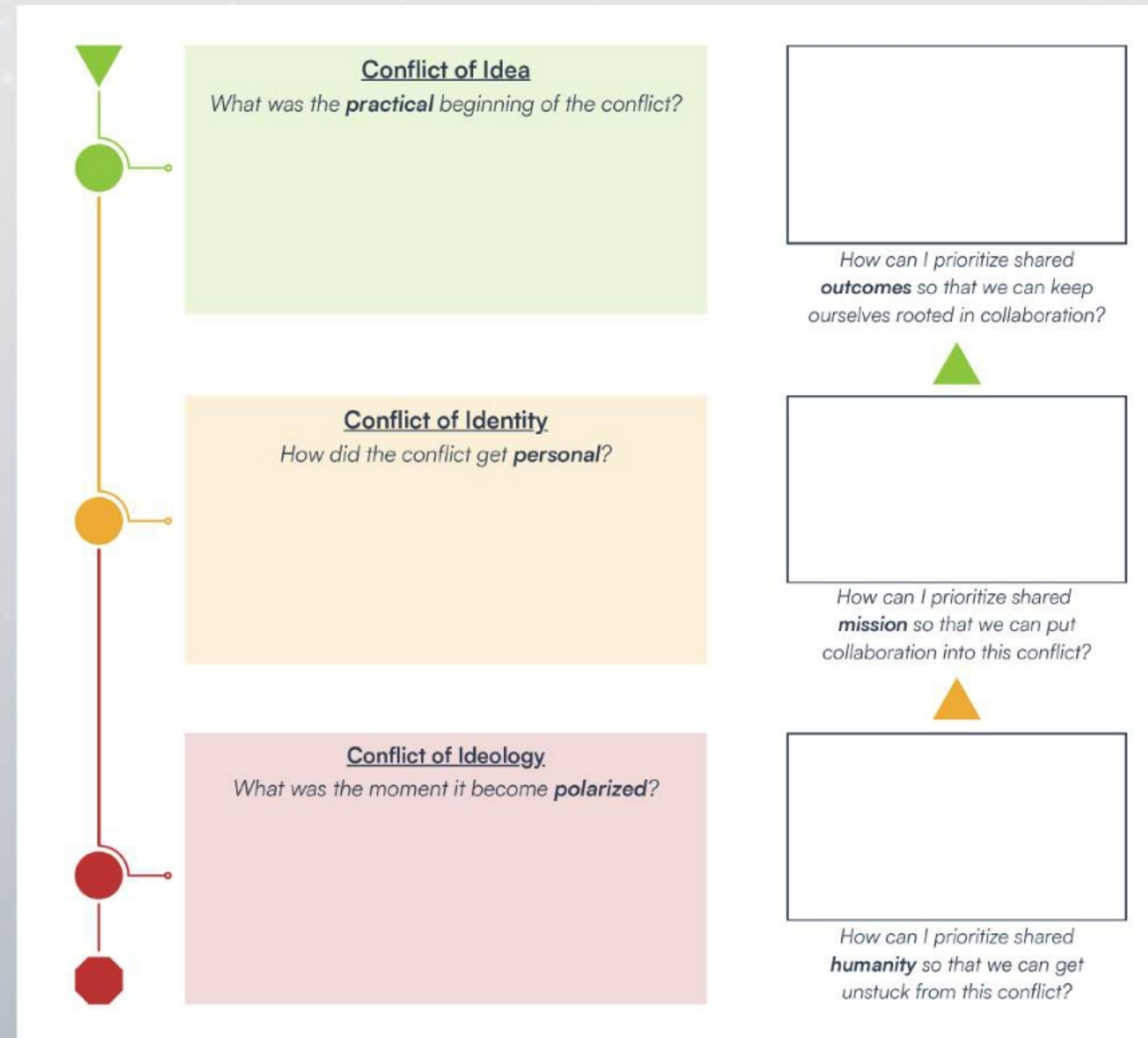
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PURPOSE



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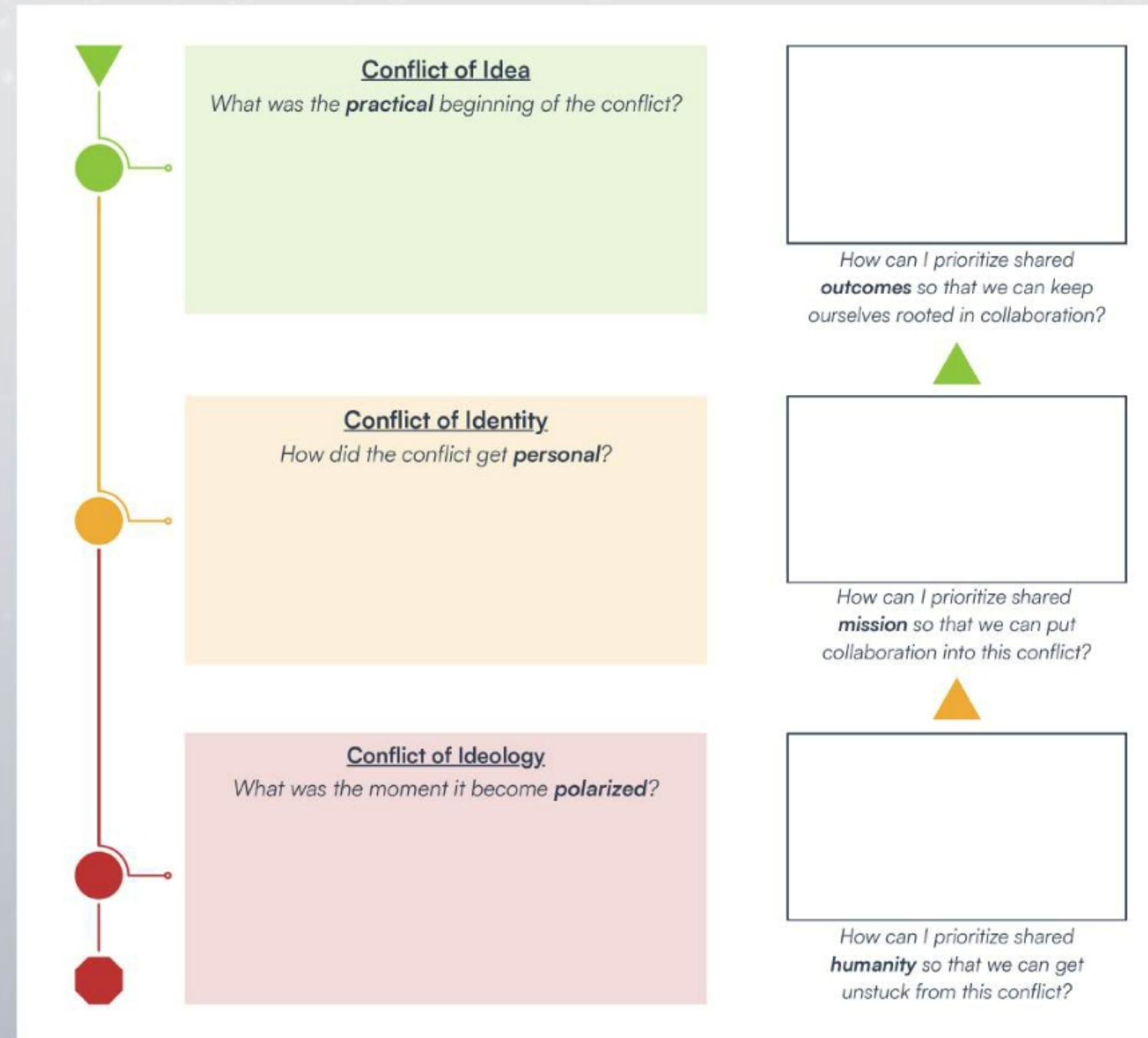
WHERE/HOW DID  
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WHERE DID IT  
GO NEXT?



WHERE DID IT  
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RESULTS



PURPOSE



VALUES



SPACE\*  
CREATOR



**For more:**

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

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

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