





 **MINDEPENDENT SCHOOLS**
WHERE AMAZING HAPPENS





MINNDEPENDENT

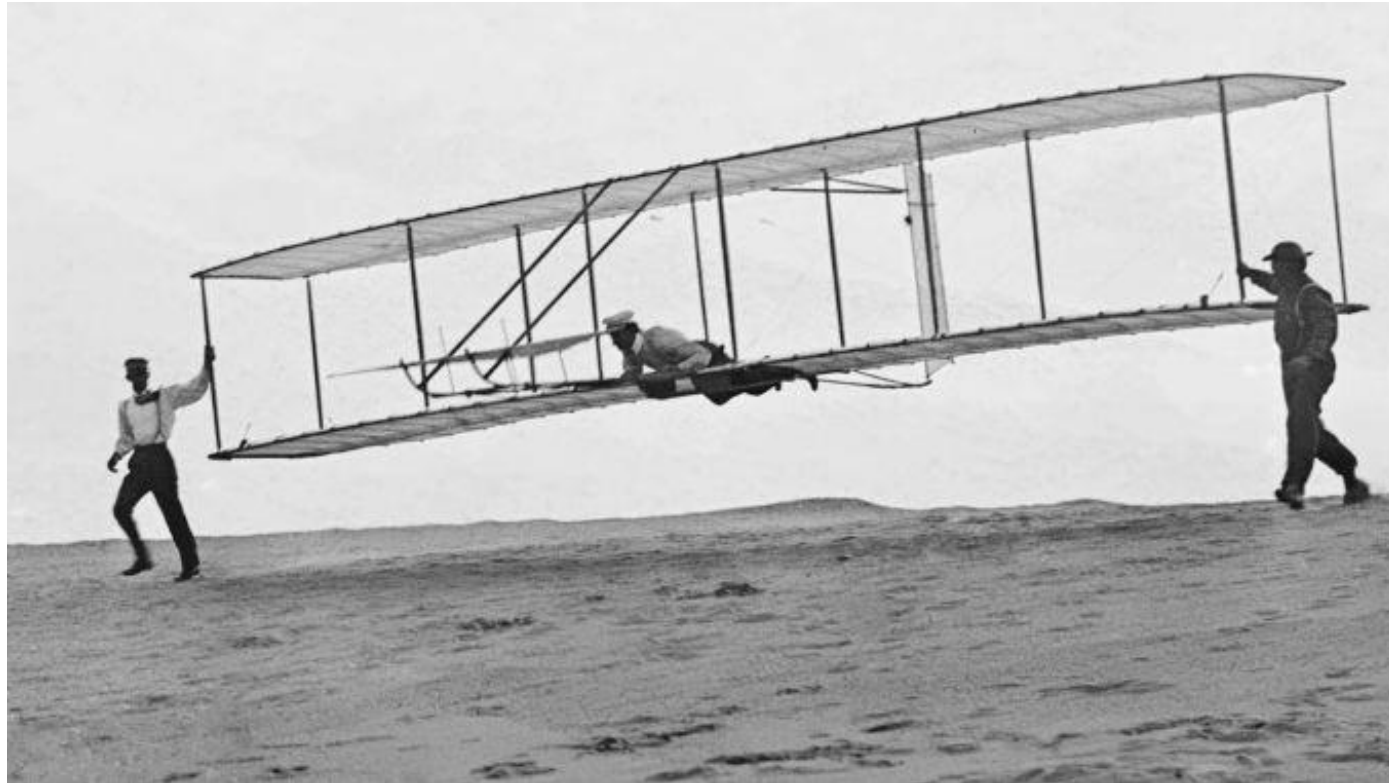
**WHERE AMAZING HAPPENS
THROUGH CONFLICT
AND DIFFERENCES**





What is
Possible?

December 17, 1903



Time: 12 seconds Distance: 120 feet Altitude: 8 feet

What are the

C O N D I T I O N S

**needed to make
what is possible possible?**

We have



Stages of a Relationship

Stage 4: Value, respect and accept differences and flourish.

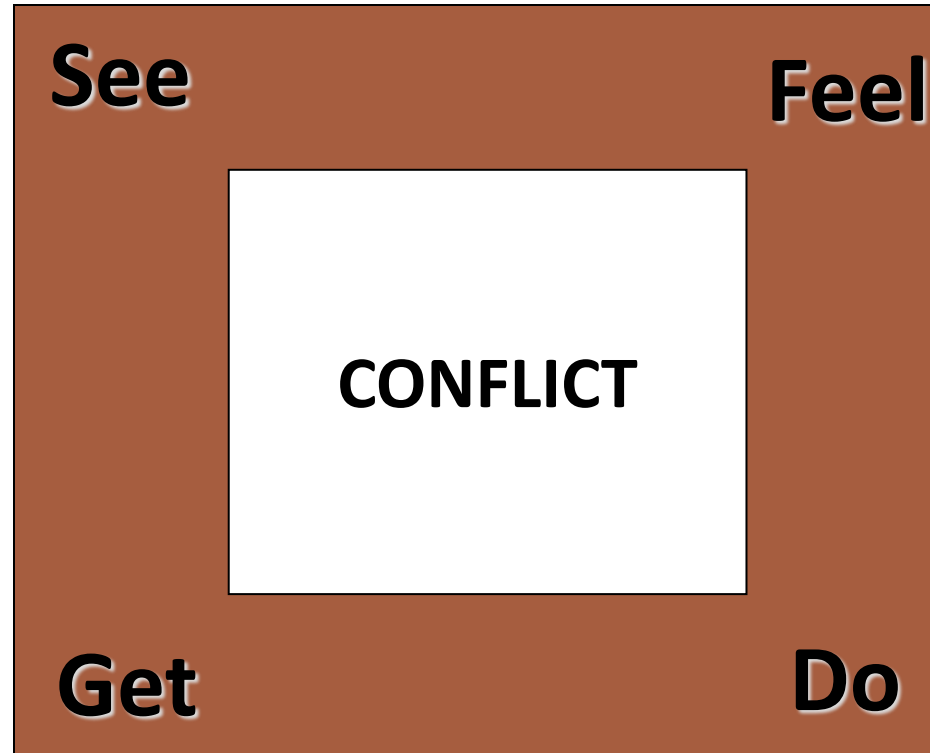
**Stage 3: CHOICE
CONFLICT** regarding what we want.

Disrespect, reject or fear differences and become stuck, battle or leave.

Stage 2: AWARE OF DIFFERENCES
We are reluctant to share our differences.

Stage 1: COMMON INTEREST
Relationship begins based on what we have in common.





**What feelings do
you experience?**

What do you do?

**What are
the results?**

Ways to Avoid Conflict



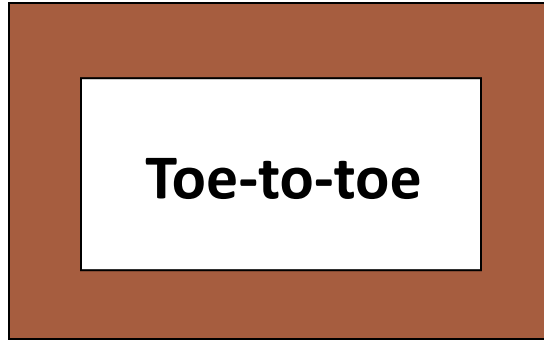
How many hours have I been formally taught...

A. Math = _____

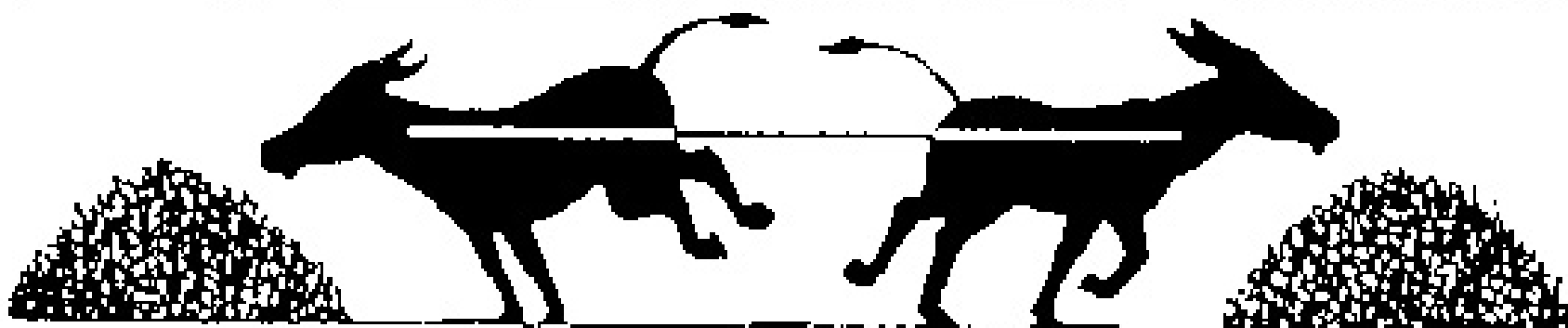
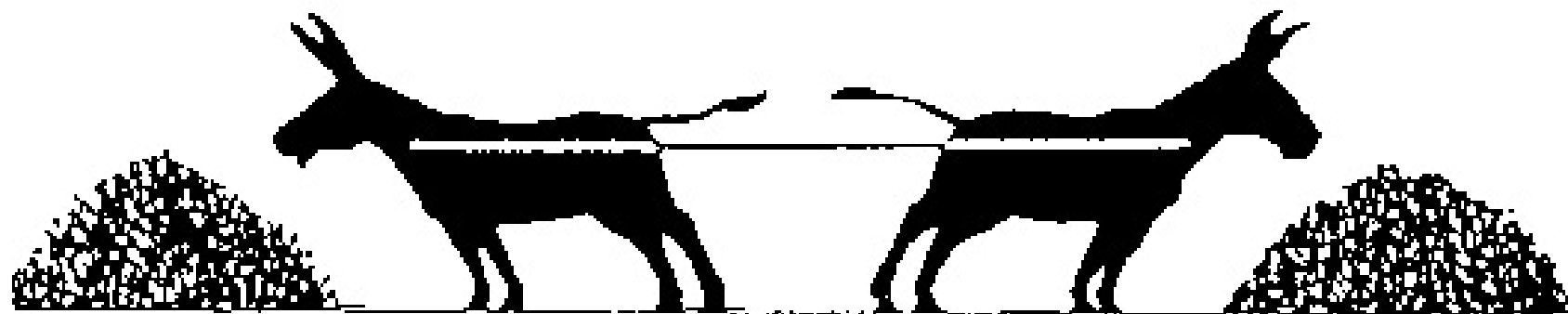
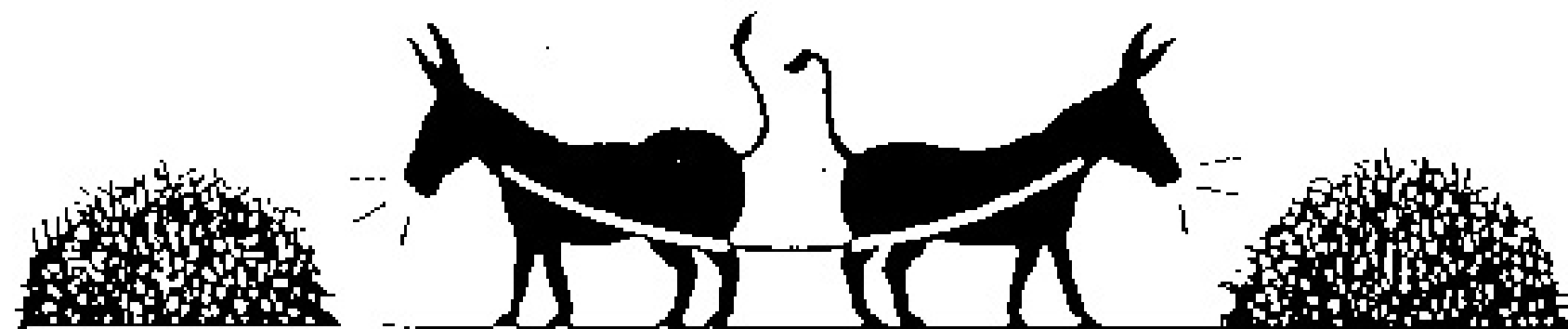
B. Conflict Resolution = _____



80



- **SEE** - Win & Lose
 - Value of the **THING**
- **FEEL** - Angry, resentful, judgmental
- **DO** - now when both parties are Below the Line
 - blame, interrupt (**GAP**)
 - attack with “you” statements
- **GET** - no resolution: problem is buried alive
 - worse relationship

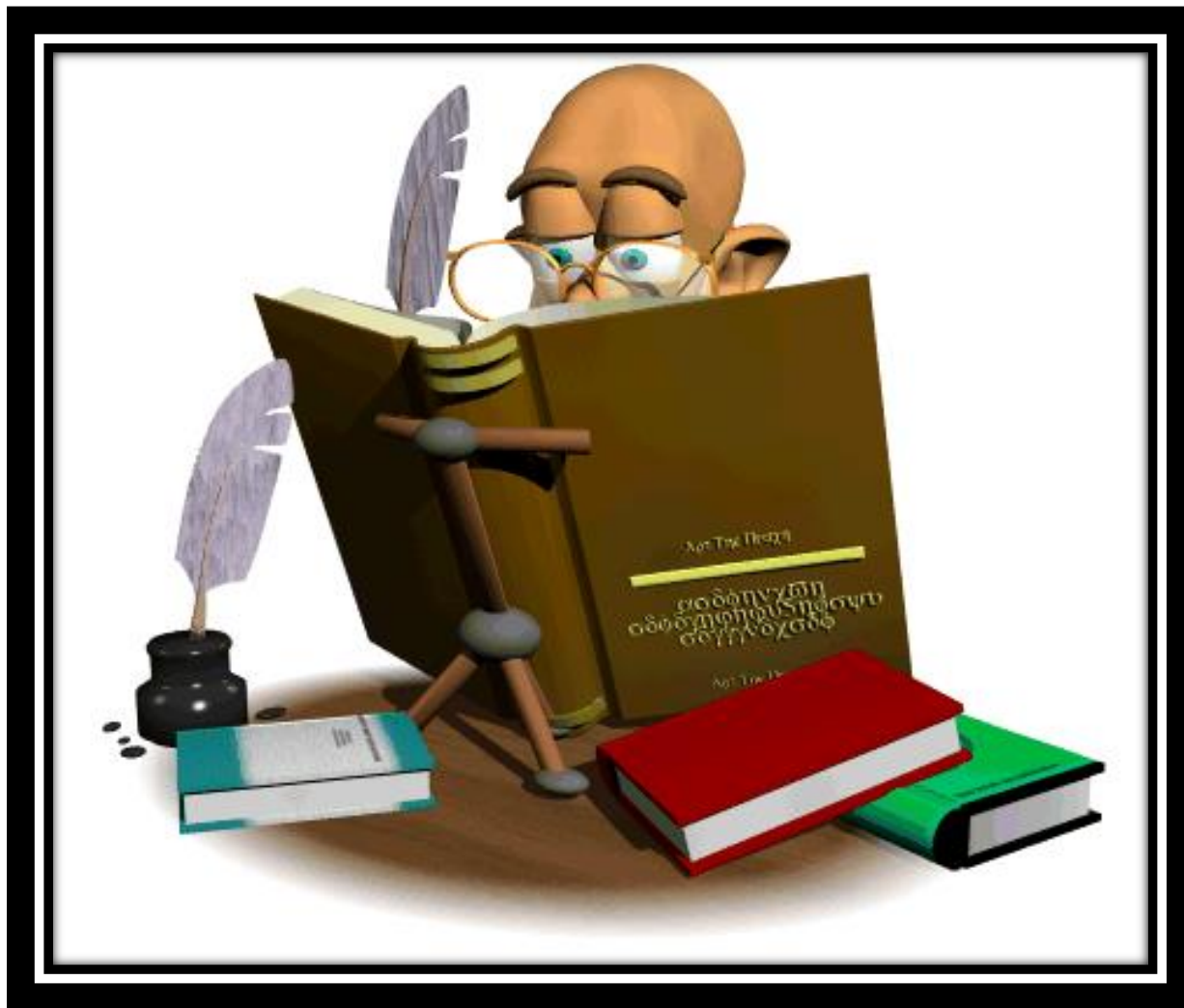


9 Toe-to-Toe Strategies:



- **Historian**
- **Comparer**
- **Apathetic**
- **Mimic/Tone**
- **Intellectual**
- **Drill Sergeant**
- **Grammar Teacher**
- **Lawyer**
- **Button Pusher**

Historian



Comparer

	Assessment
Reading	B
Written Expression	B
Language	B
Mathematics	B
Spelling	B
Environmental Studies	B
Art/Craft	B
P.E./Sport	A
Music	B

Comparer

	Assessment
Reading	B
Written Expression	B
Language	B
Mathematics	B
Spelling	B
Environmental Studies	B
Art/Craft	B
P.E./Sport	A
Music	B

REPORT CARD		
GRADING PERIOD	1	2
READING	A+	
WRITTEN COMMUNICATION	A+	
MATHEMATICS	A+	
ART	A+	
MUSIC	A+	
PHYSICAL EDUCATION	A+	

Apathetic





**Mimic/
Tone**

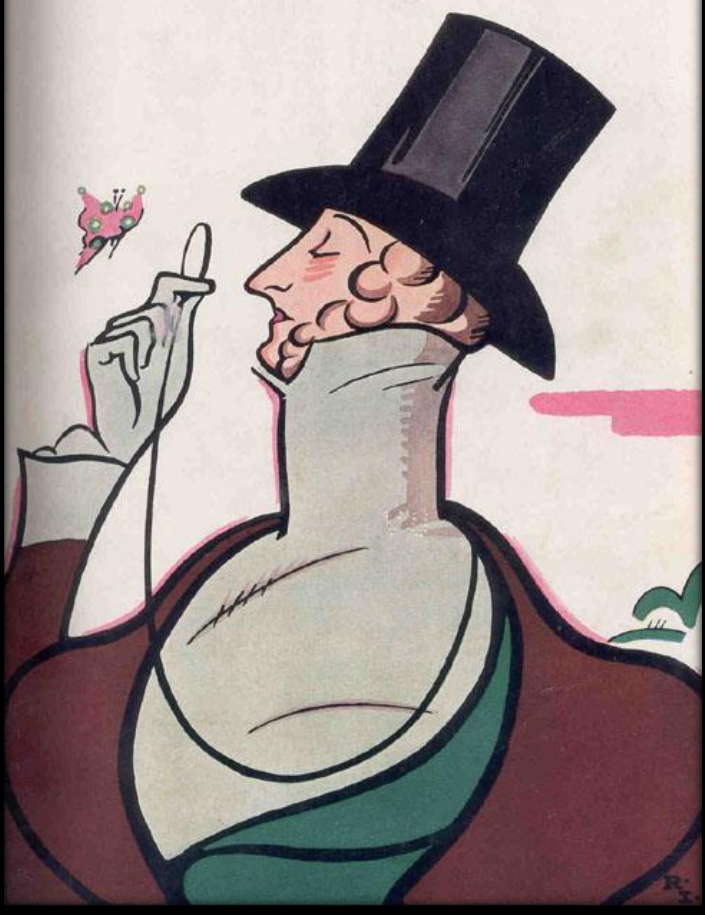
Intellectual



★ Feb. 18, 1939

Price 15 cents

THE NEW YORKER



Drill Sergeant



Grammar Teacher



Lawyer



BUTTON PUSHERS

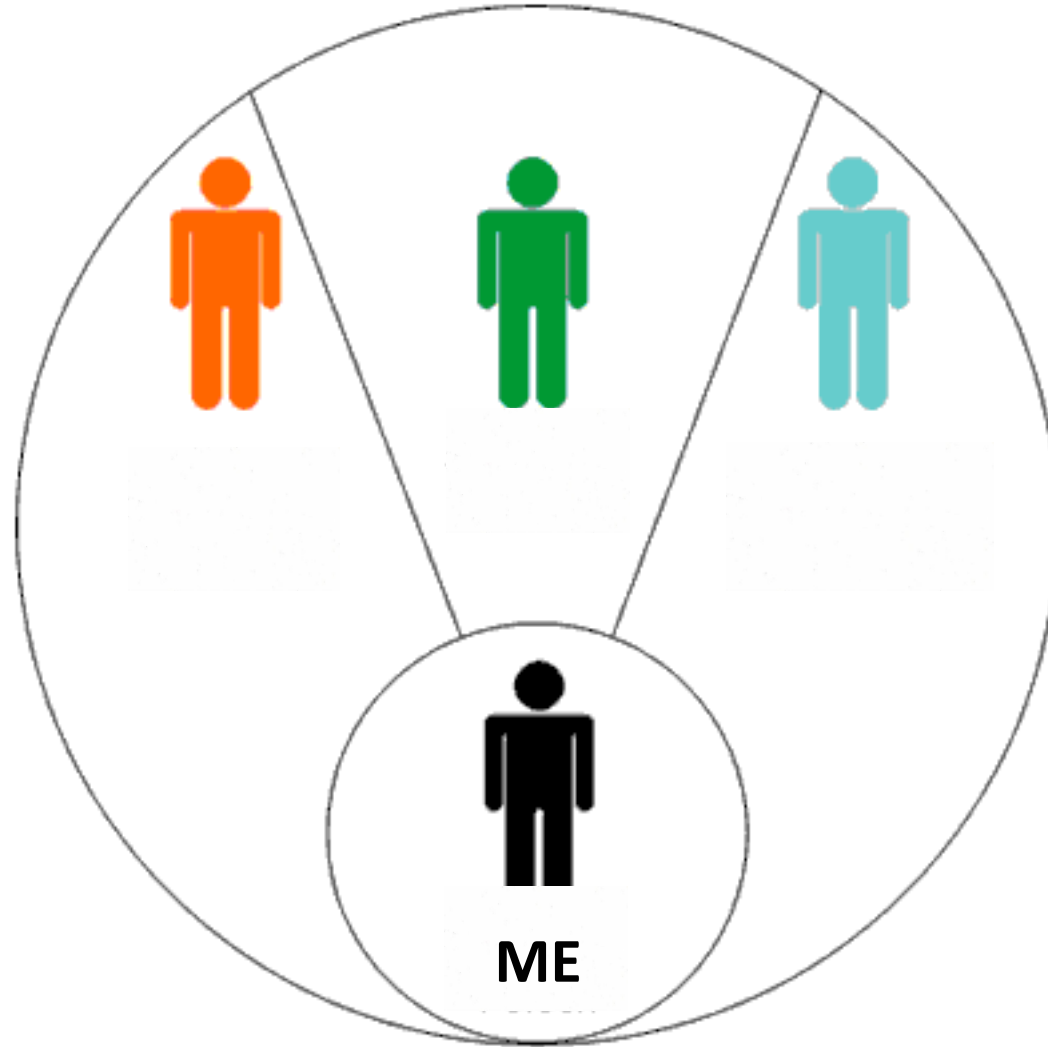


9 Toe-to-Toe Strategies:



- Historian
- Comparer
- Apathetic
- Mimic/Tone
- Intellectual
- Drill Sergeant
- Grammar Teacher
- Lawyer
- Button Pushing

- **What roles do I easily take on when I am involved in a conflict?**



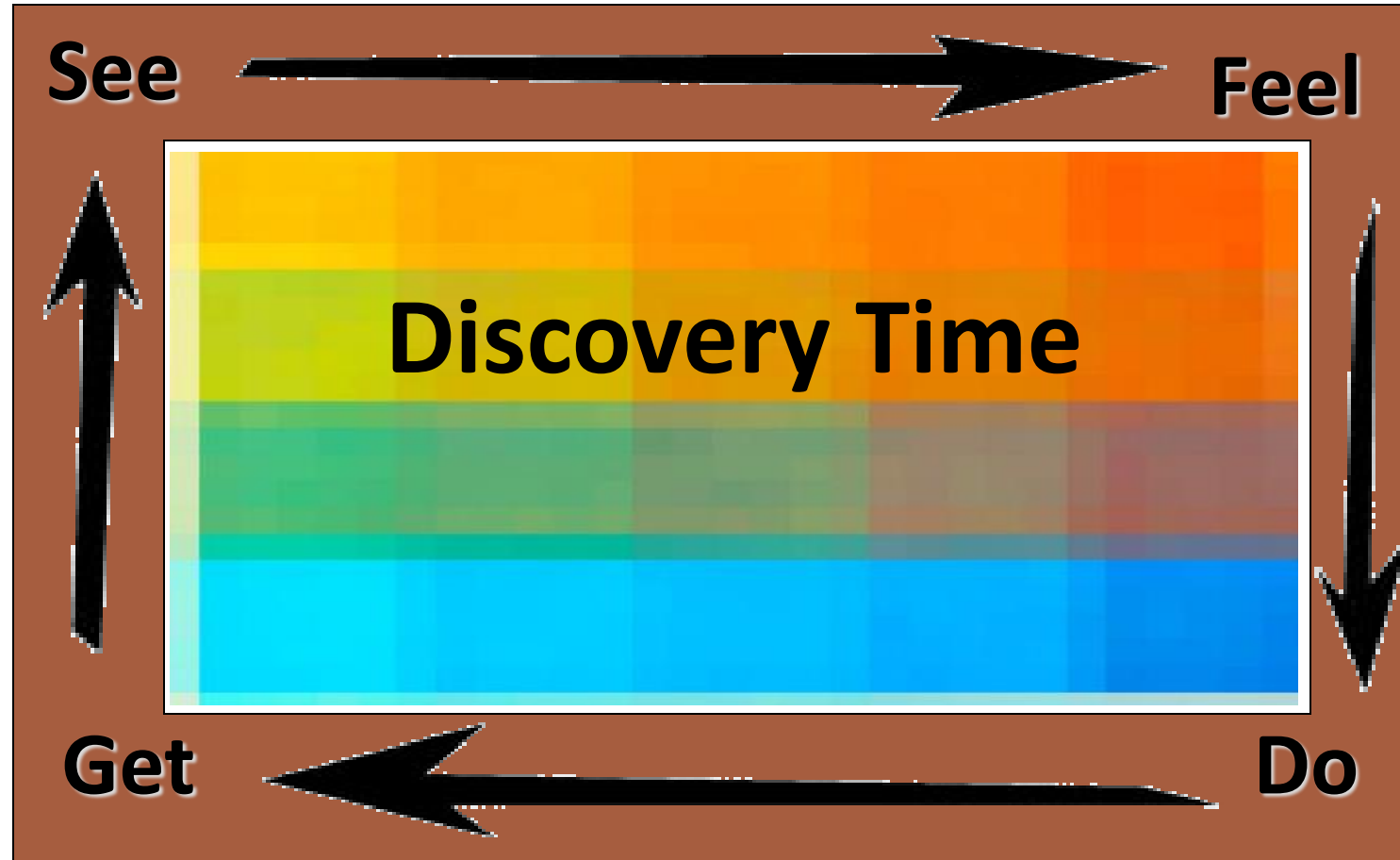
Take 1...2...3...4...5...6...7.....





Our Choice





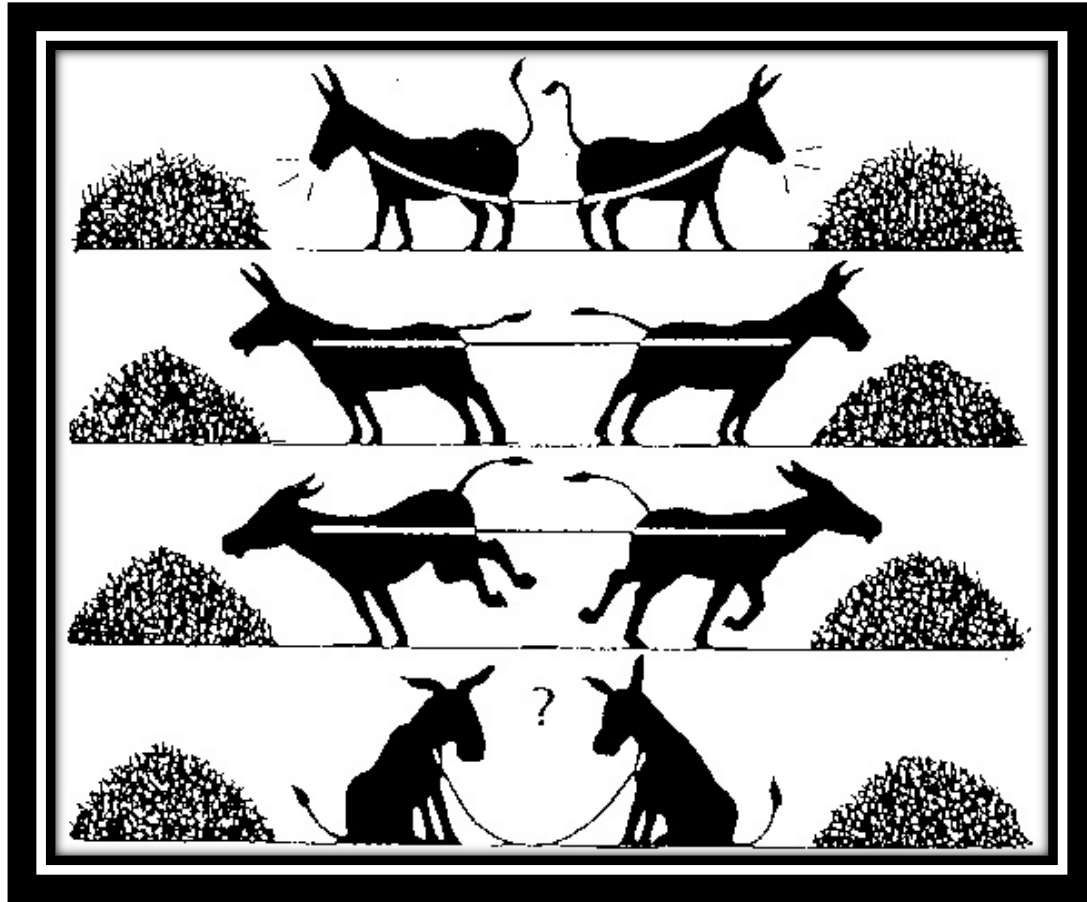
Bring Your Values

What's important to me?

- 1. What do I want to get out of this?**
- 2. How do I want to be?**

Bring Your Curiosity

- 1. To discover what's important to the other person.**
- 2. To discover how to get what's important to both of us.**



DISCOVERY TIME

20

Heart-to-heart

**SEE - Value relationship
and the other person**
- Keep self-respect
- Win-Win

FEEL - Calm, willing, open
- Cooperative
- Curious

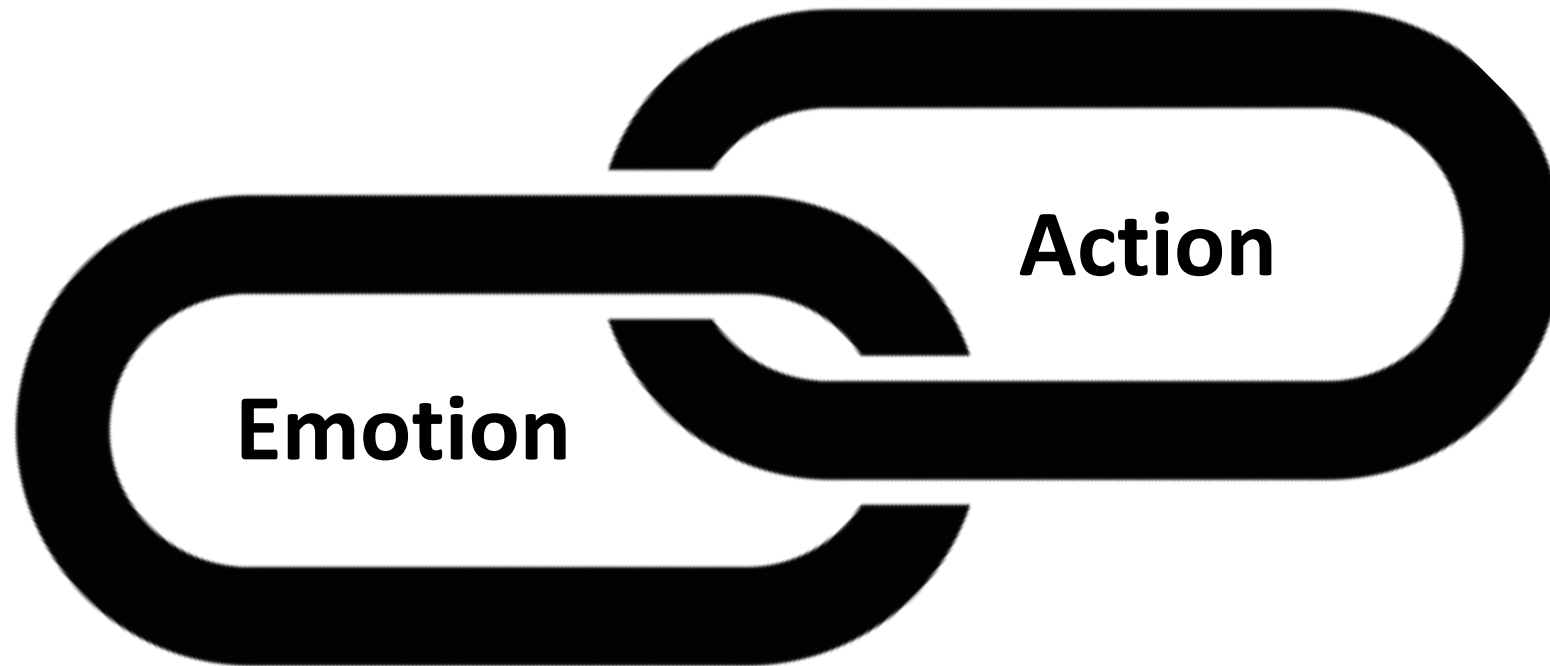
GET - True resolution
- Mutual Benefit
- Improved
relationship

DO - Later when ATL
- ??? Listen to understand
(paraphrase)
- Use “I feel” statements

Relationship Conflict or Task Conflict

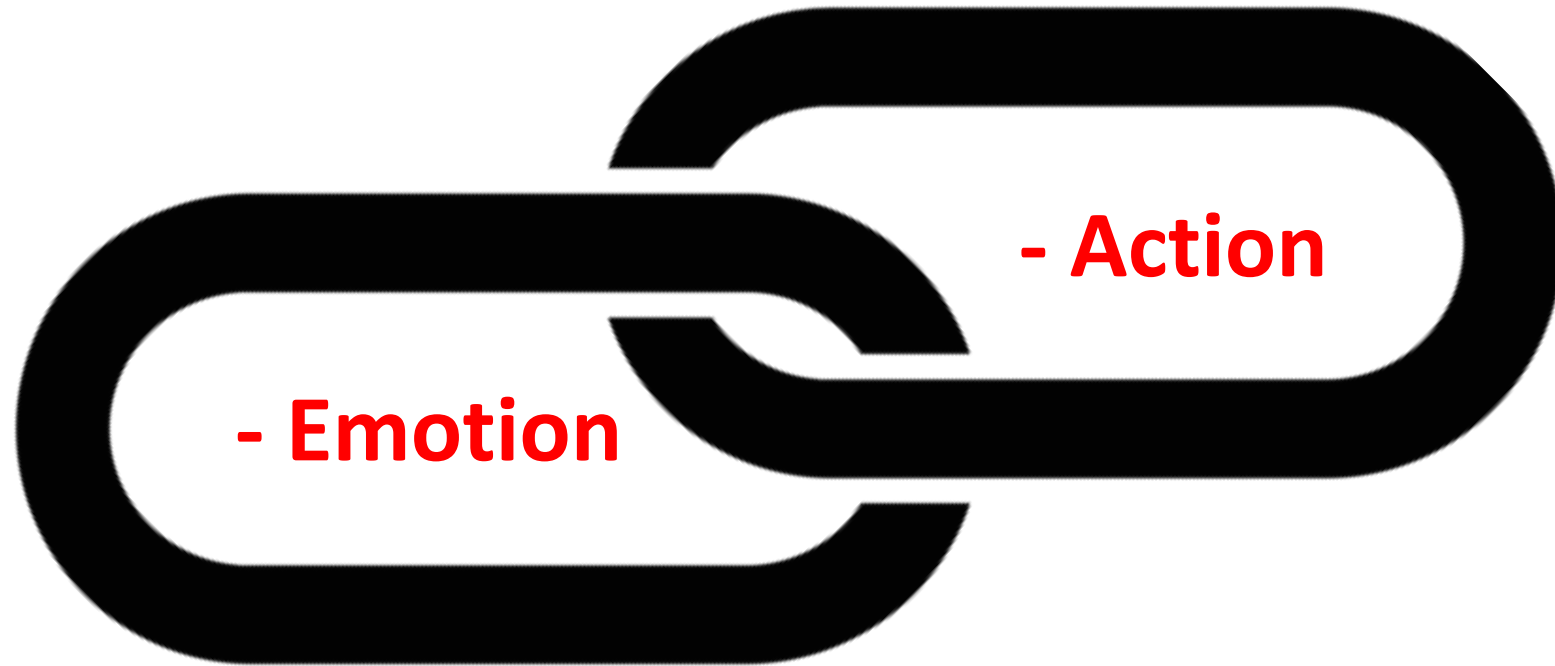
High		R			+T		
Low		-T			R		

LINK



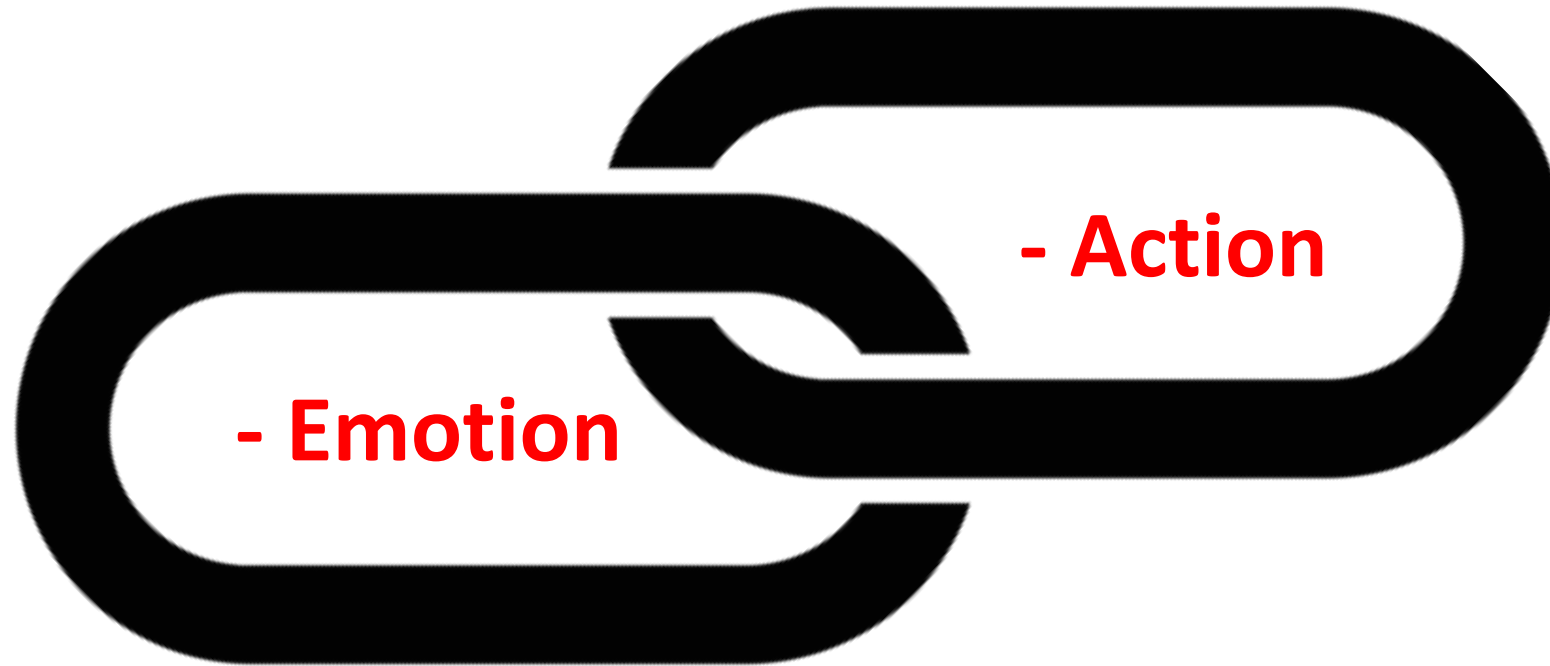


LINK





LINK

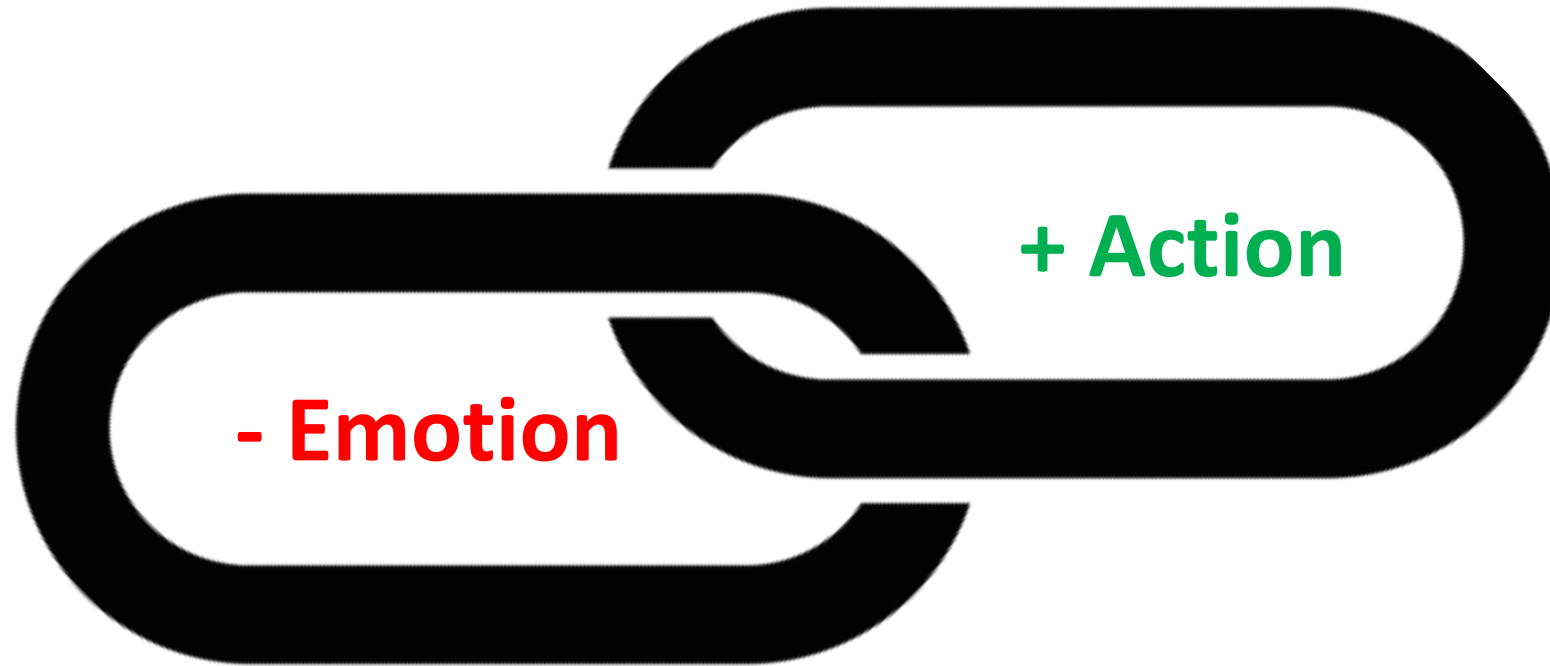


Need to be Right

Argue, Interrupt, Don't Listen



LINK

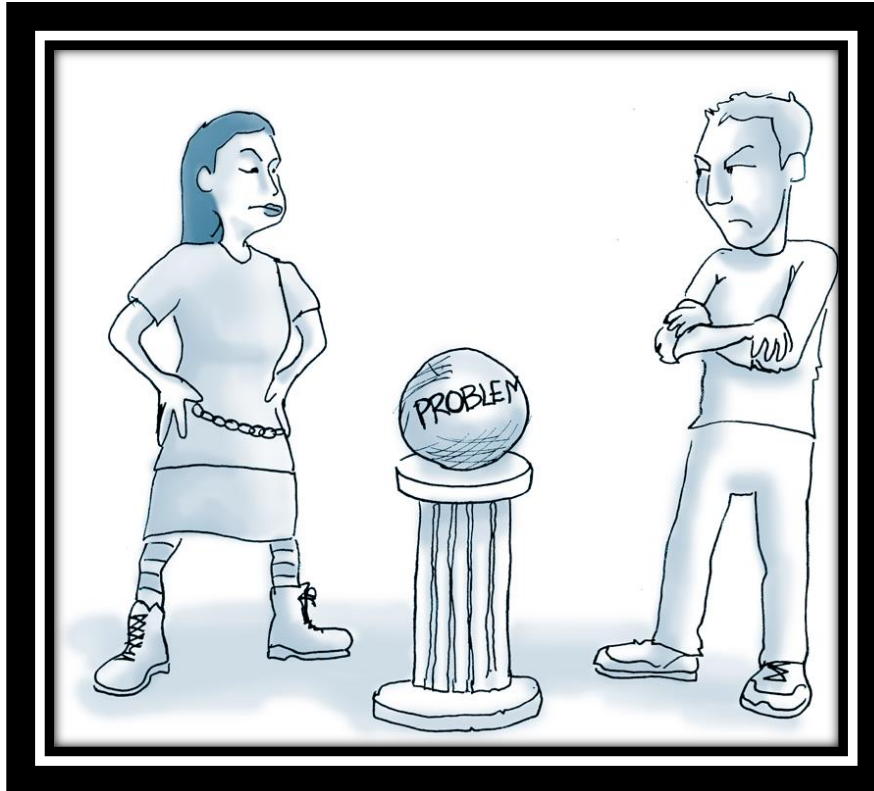


The Power of Choice:
Link a positive action to a negative emotion.



Need to be Right **Be Curious, Ask Questions, Listen**

Conflict Ball

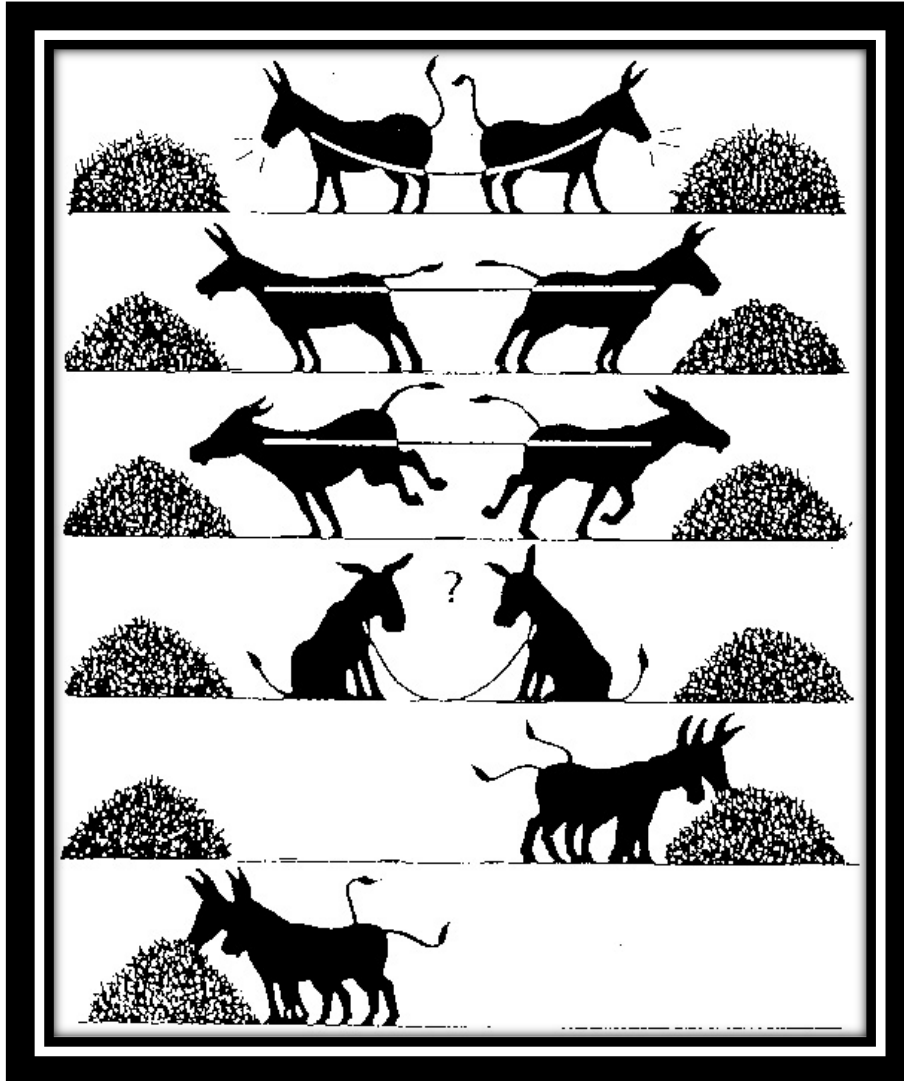


Adversaries



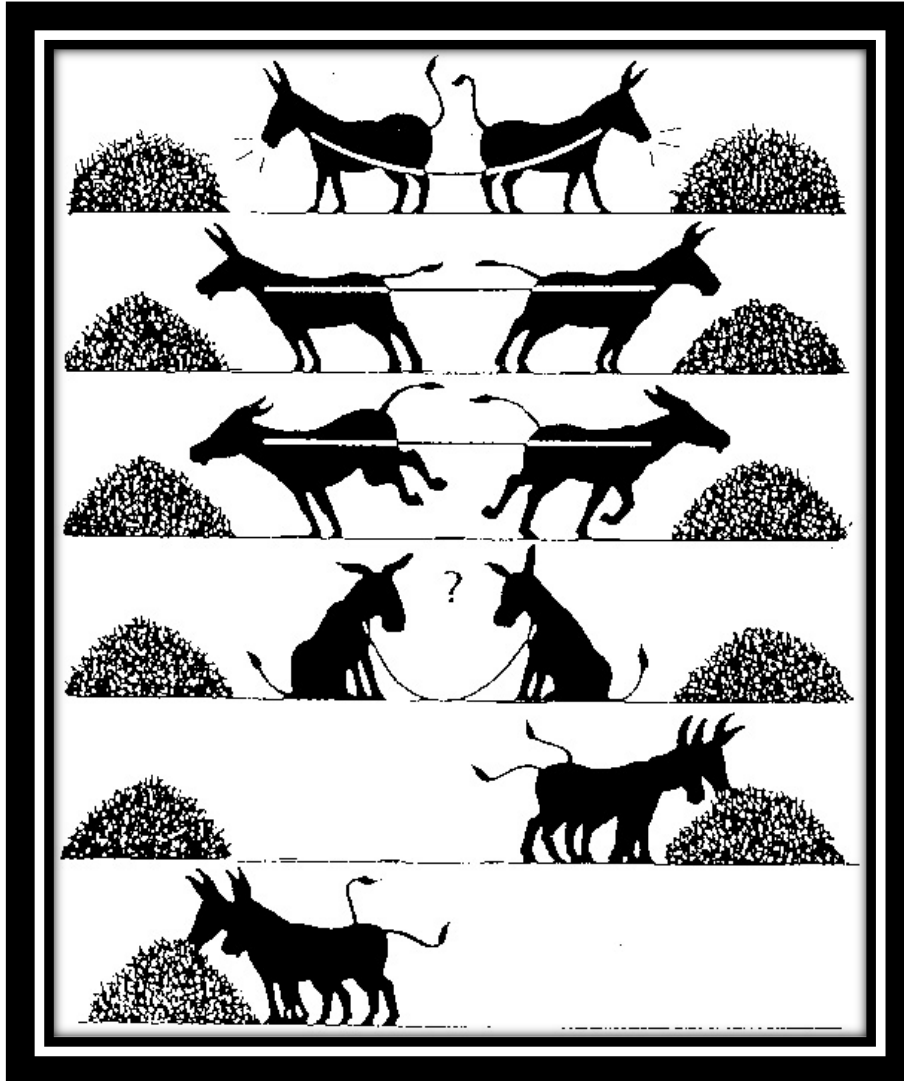
Partners

Adversaries or Partners



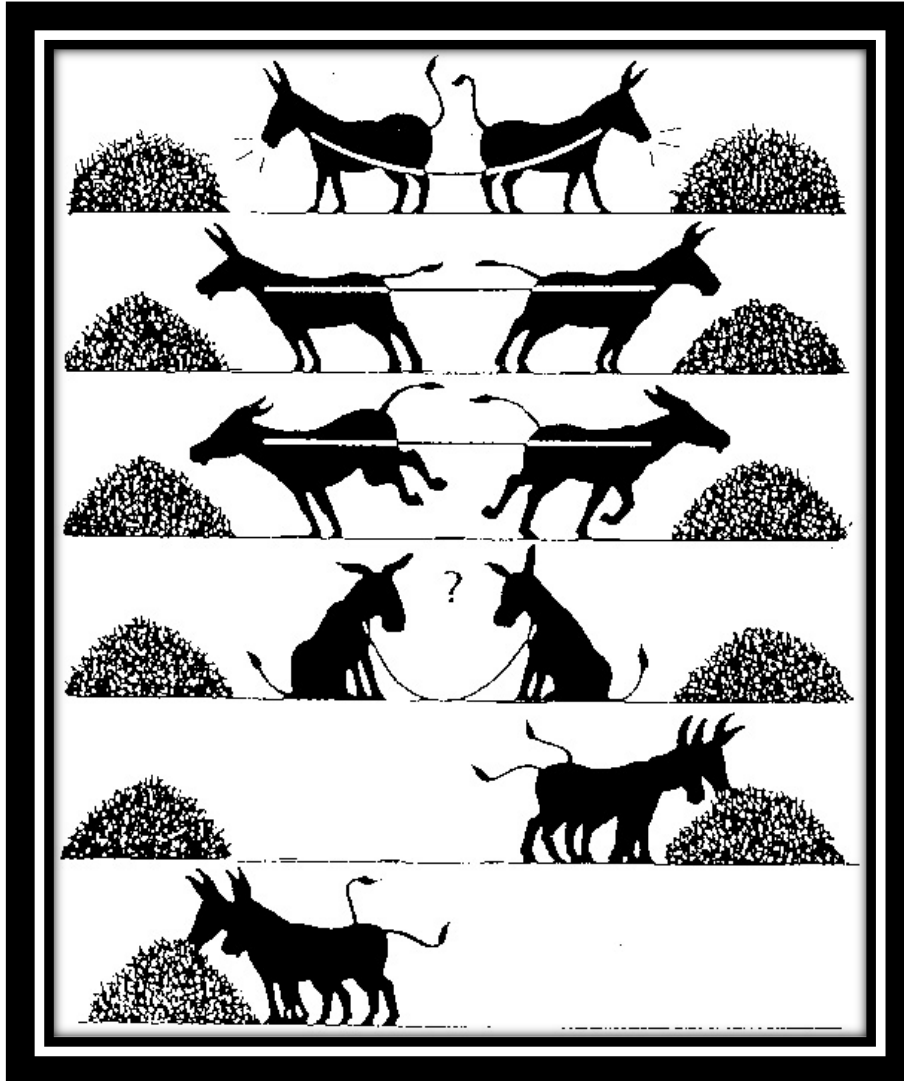
- MY WAY
- YOUR WAY

Adversaries or Partners



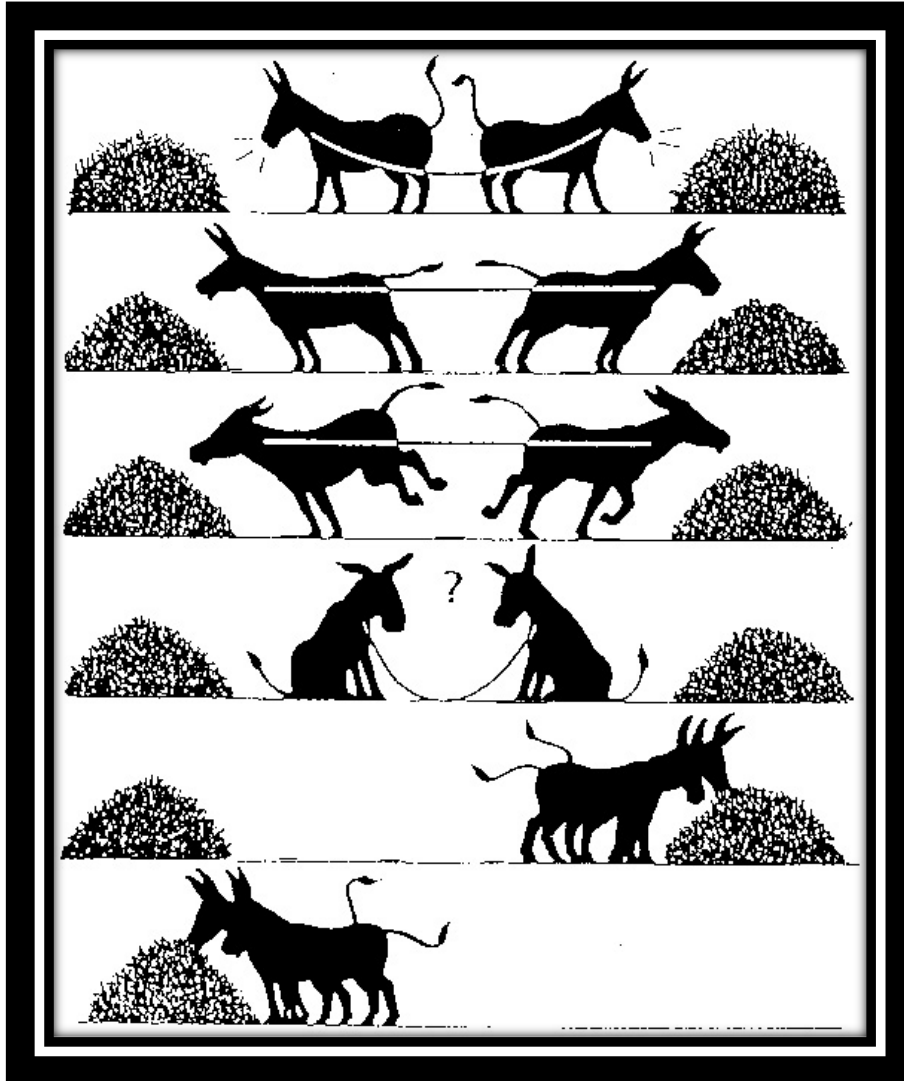
- MY WAY
- YOUR WAY
- NO WAY

Adversaries or Partners



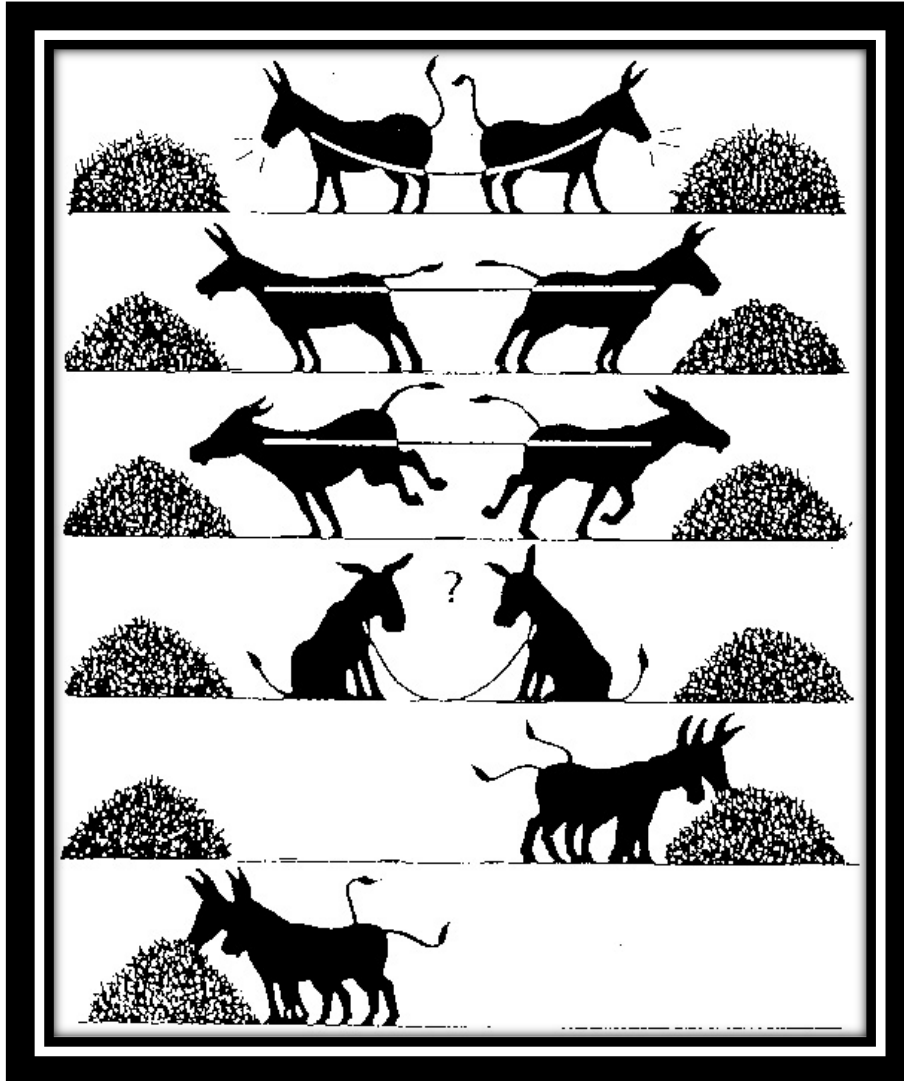
- MY WAY
- YOUR WAY
- NO WAY
- DISCOVERY TIME

Adversaries or Partners



- MY WAY
- YOUR WAY
- NO WAY
- DISCOVERY TIME
- A 3rd WAY?

Adversaries or Partners



- MY WAY
- YOUR WAY
- NO WAY

- DISCOVERY TIME
- A 3rd WAY?
- A BETTER WAY

We have



Three Things to Remember

- 1. Win-Lose is a myth**

“Nobody wins a fight.”



Colonel John Boggs
US Marines, 32 years

Three Things to Remember

- 1. Win-Lose is a myth**
- 2. Next time**

Three Things to Remember

1. Win-Lose is a myth
2. Next time
3. Prepare and practice

Paul's Preparation

1. Listen

Paul's Preparation

1. Listen

2. Identify what's important to me

Paul's Preparation

1. Listen
2. Identify what's important to me
3. Communicate Win-Win

Paul's Preparation

1. Listen
2. Identify what's important to me
3. Communicate Win-Win
4. Believe there's a better way than mine.

Paul's Preparation

1. Listen
2. Identify what's important to me
3. Communicate Win-Win
4. Believe there's a better way than mine.
5. Listen

The Ambush





What is one thing about how you handle conflict that you want to change?

What have you become aware of that will help you be more effective when you encounter conflict in your life?

RESOLVING CONFLICT HEART-TO-HEART
is one of the

C O N D I T I O N S

that is necessary to make
what is possible possible.

We have













**In what situation could you have used
Instant Replay?**

PRACTICING INSTANT REPLAYS
is one of the

C O N D I T I O N S

that IS necessary to make
what is possible possible.

We have



SHIFT to a greater power.





A square piece of white paper with a torn, deckled edge is centered on a light gray background. The paper contains the text "Your next chapter is going to be AMAZING" in a black serif font. The word "Your" is at the top, followed by "next chapter" on the next line, "is going" on the third line, "to be" on the fourth line, and "AMAZING" in all caps on the fifth line.

Your
next chapter
is going
to be
AMAZING

Kaizen

**Continuous, gradual, orderly and
never-ending improvement.**

**The willingness to constantly,
relentlessly pursue improvement
one small step at a time.**



Becoming the best version of ourselves.

改善

GOOD

CHANGE

Awareness



Action



What are your take-aways from today's session?

What is your action plan for making something AMAZING happen?

Awareness



Action

Continue: What are we currently doing that we want to continue doing?

Start: What am we not currently doing that we want to start doing?

Stop: What am we currently doing that we want to stop doing?



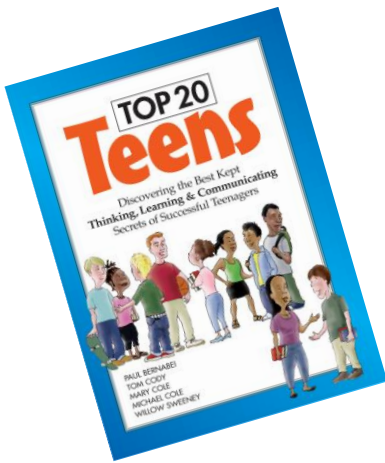
Top 20 Training for Parents...Students...Faculty and Staff





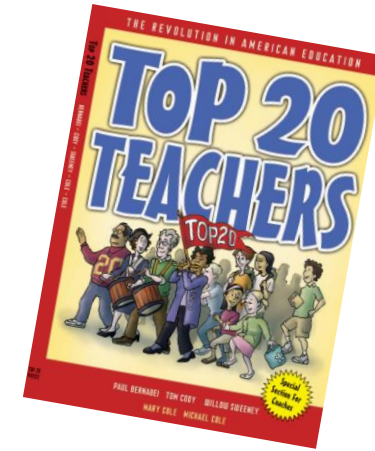
Kaizen Retreat:
Becoming the Best Version of Ourselves

Live Above the Line
Help Others Succeed
Communicate 'You Matter'
Avoid Negativity
Celebrate Confusion
Learn from Mistakes and Failure



Top 20 Teens: The Best-kept Thinking, Learning and Communicating Secrets of Successful Teenagers (\$20)

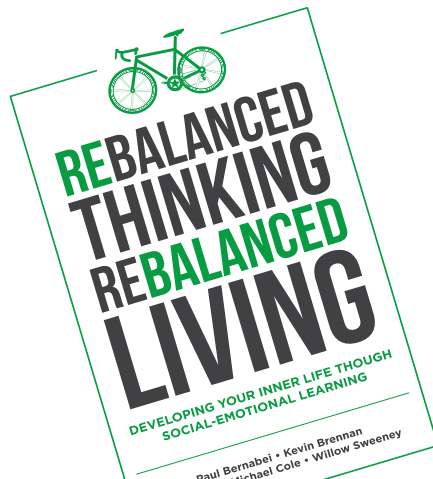
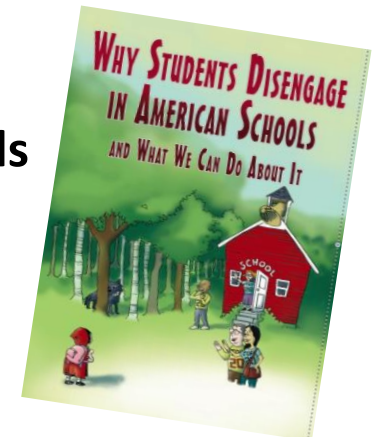
Top 20 Teachers: The Revolution in American Education (\$20)



Top 20 Parents: Raising Happy, Responsible and Emotionally Healthy Children (\$17)

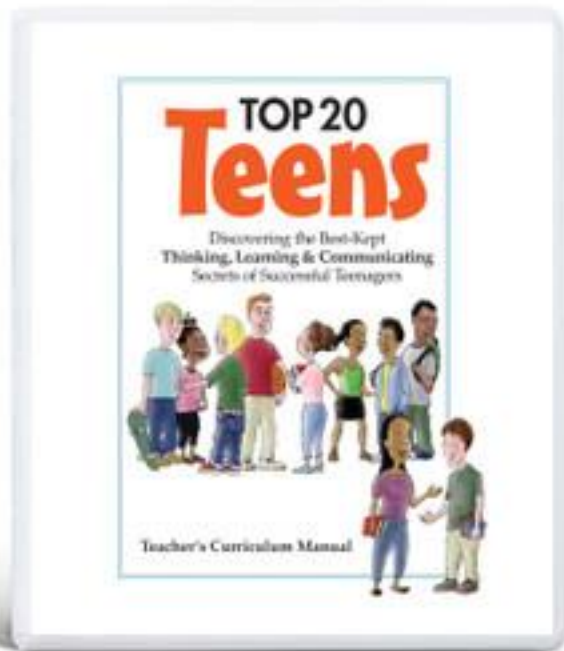


Why Students Disengage in American Schools and What We Can Do about It (\$20)



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Developing Your Inner Life through
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TOP 20

TRAINING

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paul@top20training.com

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WHERE AMAZING HAPPENS

