



# THE LANGUAGE OF RESPECT™

Why is ongoing conflict unresolved? What's stopping unity? Unmet needs fuel relational disruption. Use a cognitive-behavioral approach to get to the root. Find language that invites reconciliation, builds up others, and nurtures trust. Boost productivity and morale through a culture of empathy, responsibility, and understanding. **Cut through the drama, get clear, and win.**

## PROFESSIONAL STANDARDS (ADAPTED FROM LEARNING FORWARD)

- **Unity Drivers:** Professional learning results in equitable and excellent outcomes for all when stakeholders prioritize unity in conflict resolution practices, identify and address personal attitudes disrupting unity, and collaborate restoratively and responsibly with diverse individuals.
- **Unity Practices:** Professional learning results in equitable and excellent outcomes for all when stakeholders understand others' stories and trauma contexts, embrace others' strengths through empathy and respect, and foster relationships with healthy limits.

## LEARNING TARGETS

- Given I understand others' stories and trauma contexts, I differentiate facts from opinions and judgments to accurately assess what's fueling conflict.
- Given I know my own imperfections, I identify and address personal attitudes disrupting unity.
- Given I'm restorative, I collaborate responsibly with diverse individuals to build trust and create peace.

## SKILLS PROGRESSION

\*From low to high rigor and depth of knowledge (DoK)

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| <ol style="list-style-type: none"> <li>1. I apply use of reference materials and tools for gathering information (e.g., key word searches) to identify personal attitudes disrupting unity.</li> <li>2. I describe restorative processes or tools used to collaborate responsibly with diverse individuals to build trust and create peace.</li> <li>3. I identify specific information given in graphics (e.g., map, T-chart, diagram) or text features (e.g., heading, subheading, captions) to validate truth in conflict resolution practices.</li> <li>4. I summarize results, concepts, main ideas, generalizations from data to reveal I want and prioritize unity in conflict resolution</li> </ol> | <ol style="list-style-type: none"> <li>5. I use my personal story in context to know my own imperfections.</li> <li>6. I differentiate facts from opinions and judgments to take a person-centered approach and accurately assess what's fueling conflict.</li> <li>7. I understand others' stories and trauma contexts using supporting evidence (quote, example, text reference, data) and collaborate responsibly with diverse individuals to build trust and create peace.</li> <li>8. I explain how valuing safety and embracing others' strengths through empathy and respect specifically relates to genuine community and fostering relationships with healthy limits.</li> </ol> |
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- Given I want genuine community, I prioritize unity in conflict resolution practices.
- Given I take a person-centered approach, I embrace others' strengths through empathy and respect.
- Given I value safety, I foster relationships with healthy limits.

#### **LEARNING MODULES**

- **Module One: My Role in Conflict**
- **Module Two: Using Data to Ground My Practice in Conflict**
- **Module Three: Building Bridges**
- **Module Four: Building Safety & Community**

**Time:** One full day of your choosing or customize based on your time availability.

**Maximum number of participants:** 34

**Format:** Workshop, direct instruction, interactive discussion, multimedia

**Contact:** Marius Massie, [marius@mariusjmassie.com](mailto:marius@mariusjmassie.com)