

De-Blame Collusion

When and With Whom Might You Use This Tool?

Use this tool either individually or as a team as a way to discover possible ways out of a collusion.

How to Use It

After diagramming a collusion, “de-blame” the collusion by completing Quadrants A through C.

1. **Quadrant A:** List the other person or group’s objectives, challenges, headaches, and concerns.
2. **Quadrant B:** If I/we weren’t in the box, how would I/we see them and what they are doing?
3. **Quadrant C:** How have I/we made things harder for them? What could I/we do differently to be more helpful?

Implement what you feel to do differently from Quadrant C.

4. **Quadrant D.** Consider how this person’s views and actions might change as a result of the changes I/we make.

De-Blame Collusion

