## **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**

How have I made things harder for them?	What could I do differently to be more helpful?		How might this person see me if I'm (1) seeing in the ways I listed in Quadrant B and (2) doing the things I've listed in Quadrant C?
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How would I see them and what they are doing if I weren't in the box?			<b>Outside Triangle Issues</b> Their objectives:
			Their challenges:
			Their headaches and concerns:Quadrant C?