

Objective: To learn how to disagree with someone from another culture.

TIME REQUIRED About an hour

RISK LEVEL Moderate

PARTICIPANTS NEEDED Any even number of participants, plus a facilitator

PROCEDURE Please take the following steps:

1. Divide the group into two-person culturally similar teams.
2. Match each team with one other team to role-play a conflict situation in which each team takes opposing sides.
3. Identify the topic of the disagreement.
4. Distribute the list of fighting rules to each team (see Exhibit 3.11).
5. One team will "fight clean" and the other team will "fight dirty" for 5 minutes.
6. Discuss what happened for 5 minutes.

DEBRIEFING The leader can review the rules for fighting fair and fighting dirty to see how each approach influenced the debate or discussion. Some questions for discussion include the following:

1. Did fighting clean work better than fighting dirty?
2. Have you experienced a debate or discussion with another culture where one or both of you fought dirty?

Note. From *Instructor's Manual for Intentional Group Counseling: A Microskills Approach* (p. 111), by P. B. Pedersen, A. E. Ivey, M. B. Ivey, and Y. Y. Kuo, 2001, Belmont, CA: Brooks/Cole. Copyright 2001 by Brooks/Cole. Adapted with permission of Wadsworth, a division of Thomas Learning.

Rules for Fighting Fair

1. Be respectful.
2. Be direct and honest.
3. Stay calm and in control of yourself.
4. Take responsibility for your part of the problem.
5. Focus on solutions and not blame. (Let go of making the other person wrong.)
6. Listen with an open mind. (The angrier you are, the harder this is.)
7. Stay in the present.
8. Acknowledge the other person's feelings and point of view (even if you don't agree).
9. Be flexible and willing to work with, instead of against, the other person.

Rules for Fighting Dirty

1. Be disrespectful (e.g., name call, laugh at, put down).
 2. Don't take responsibility for your part of the problem.
 3. Ignore the other person's concerns. (Who cares!)
 4. Blame, judge, and criticize.
 5. Bring up the past.
 6. Interrupt and try to get in the last word.
 7. Bump, shove, hit, or threaten to do so.
 8. Generalize by saying, "you always . . ." or "you never . . ."
 9. Avoid or ignore the problem, and stuff the angry feelings deep inside.
 10. Don't budge, and act as if winning is more important than the relationship.
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3. Which approach would work better for short-term relationships?
4. Which approach would work better for long-term relationships?
5. Are some cultures more likely to fight clean than others?

INSIGHT

There are right ways and wrong ways to disagree across cultures.