

Dialogue Vs. Debate¹

Dialogue	Debate
Goal: To seek mutual <u>understanding</u> through use of carefully crafted questions.	Goal: To <u>win</u> . Attempt to prove the other side wrong.
Helps people to <u>re-examine</u> positions and assumptions.	Requires that people <u>defend</u> their positions and assumptions.
Use listening to <u>gain insight</u> into beliefs and concerns of others.	Use listening to <u>find flaws</u> and make counter arguments.
<u>Pre-meeting</u> communication <u>essential</u> to process.	<u>Pre-meeting</u> communication is <u>minimal</u> .
Participants <u>speak as individuals</u> with unique experiences	Participants <u>speak as representatives</u> of groups.
Assume that <u>many people have pieces to the answer</u> .	Assume that <u>there is a right answer</u> .
Participants <u>express uncertainty</u> as well as deeply held beliefs.	Participants express <u>total commitment</u> to their point of view.

¹ Adapted from Fostering Dialogue Across Divides, Essential Partners, formerly, The Public Conversations Project, Maggie Herzig and Laura Chasin, p. 139.