

KSAM METHOD

For Engaging in Civil Dialogue

Civil dialogue can help us live well in a pluralistic society, even with deep differences. The KSAM Method can guide us to successfully engage in dialogue. This includes approaching civil dialogue with an awareness of these components: Knowledge, Skills, Attitude, and Motivation.

KNOWLEDGE

To start, you must know the meaning of civil dialogue. Civil dialogue is not debate. In a debate, there are winners and losers. In civil dialogue, you are seeking to understand another person's perspective. Next knowing the 3Rs Framework of *rights, responsibility, respect* can lead to successful dialogue. This includes:

1. Understanding every human has the *right* of conscience;
2. Feeling a *responsibility* to protect that right in others;
3. *Respecting* the human dignity of others and their freedom to disagree.

SKILLS

Some key skills for engaging in civil dialogue are:

1. Listening to hear and to understand
2. Sitting in discomfort
3. Oral communication skills, such as using sentence frames

ATTITUDE

An open attitude is the first step toward courageous conversations and courageous collaborations. This looks like:

1. Being curious, which means we desire to learn and understand
2. Overcoming defensiveness

MOTIVATION

Everyone participates in a dialogue for different reasons. Some of the leading reasons are:

1. We are feeling pain and we want the pain to stop
2. We want to collaborate to make our world a better place