Safe Defense   Act 2: Black Belt (Peace DNA)

Dan: (Unlocking door, entering dojo while talking to the audience)

"Hello there. Yet another beautiful day. But I guess that's true no matter what the weather's like…right? Life is what you make of it. My name, you'll remember, is Dan Bully and this is my Safe Defense Peace school, also called a dojo. (Entering office to sit). At our last visit, we learned the Brown Belt curriculum. (Dan holds up a tied Brown belt from a bookshelf.) And maybe you'll remember we learned about Fouls, Foul Busting, Faux Fact Fouls, Peace Talk and Peace Moves. We filled our self-defense toolbox with many non-violent Foul responding skills…Self-defense tools. Each skill is effective on a particular kind of Foul; Verbal, Physical or Accidental. Brown belts learn to strip away any danger or dis-respect attached to Conflict."

"In other words, Brown Belt curriculum teaches how to deal with Conflict Fouls…with or without any actual, physical danger. But what comes after that? What about everything left over, after the danger or Fouls are removed? What about the causes of the Conflict? The remaining Problems? Black belt curriculum addresses the Problems behind a Conflict. It's simple Conflict Resolution. Safe Defense Black belt curriculum is a Conflict Resolution skill called PeaceDNA."

"By my way of my thinking, Conflict Resolution is a kind of self-defense anyway because your goal is still protecting yourself. Plus, it's a True Self-defense because you are protecting yourself without injuring your attacker. Conflict Resolution protects you now and in the future by removing reasons for retaliation. Nobody likes to lose. Can we agree that creating Peace Agreement is Conflict Resolution and Conflict Resolution is good self-defense?"

Newt: (In uniform w/Black belt, listening at the door, walking into office behind a light knock. Talks to the camera) "This is Safe Defense; Karate's Missing Peace. (Showing the peace sign as he says the word.) This is Safe Defense Black Belt curriculum, what you're about to learn, features Peace DNA. It's a Critical Path to Peace Agreement. An easy to follow recipe for navigating Conflict with the goal of Peace Agreement."

Dan: "Yes, hello Newt! (smiling and bowing) This is Newt a student and teacher of Safe Defense. He'll be helping me today. And I think we're about ready to begin."

(New scene: Semi circle of students focused on Sensei with Newt to his right rear. All are sitting.)

Dan: "Hello everybody! Mary, Angie, Target, Tom, Jim, and Ben. It's very good to see you again. Everybody, this is Newt."

Newt: "Hello, my name's Mr. Newt and I'll be helping Sensei today. I'm a school teacher by day and have two kids at home, both in middle school. I got my Safe Defense Black belt a while back and now I try to help Sensei when he asks. I really learn a lot just by helping."

"I can't count how many Conflicts I've had that come without danger. Everyday really day...small Conflicts I just let go and every once-in-awhile Conflicts that really get under my skin. Conflicts with my family, with my friends sometimes, co-workers, bosses, with people I don't even know. They're just Conflicts that come from dis-agreements, mis-understandings and jumping to conclusions. They're simple Conflict situations without danger, and without Fouls when we choose."

Dan: "That's right, Conflict can come up just because the other person is moody, defensive or

just having a bad day. And sometimes Conflicts come from good hearted people with good intentions and a reasonable difference of opinion. People get Problems with each other. You can't escape Conflict."

Newt: "Also, as a Peacemaker for others in Conflict, with their permission, you can use Peace DNA to become a vital service to the community wherever you are."

Dan: "OK, let's get started. Now everyone knows what a goal is, right? It's something specific that you want to achieve. A goal is no more than that. But what's important to know is that every goal has a Critical Path for consistently reaching success…for reaching the goal every time…like a recipe for making a cake. If we had to share with others how we do something, how we reach any particular goal, we might say: 'First you do this, then you do that…blah, blah, blah.' We might describe step-by-step instructions, from beginning to end, on how to reach the goal.   The goal of PeaceDNA is Peace Agreement. Newt?"

Newt: "So how do you achieve a goal? Target? Any ideas?"

Target: "I guess it depends on what kind of goal you're thinking about. I guess maybe…I'm not sure…sorry."

Newt: "Ok Target, let me ask you this: What is the step-by-step recipe or Critical Path for asking your parents for some extra money?"

Target: "OK. Well, first I'll be sure they're in a good mood. That's really important. If they're in a bad mood, you can easily end up with a 10-minute lecture and no money. I mean it! No kidding, last time all I got was a ten-minute lecture and no cash!"

(Class chuckles, nods are in solidarity)

Newt: "Ok, what next? You check out the Condition of their mood, then what?"

Target: "Hmmm. I guess I'd start out saying something nice about whatever they're doing. Like, 'nice job on the lawn there, dad' or 'mom you sure can cook, tastes great!' Then, I might comment on how my friends' parents are sure generous people…tell them about all the cool things they buy them."

Dan: "Ok, buttering them up with compliments or making comments about other parents might affect their mood and that's an important part of the first step; checking out their mood. What next?"

Target: "I don't know. What do you mean?"

Dan: "We are looking to build a complete step-by-step instruction manual for reaching our goal and I'm sure there's more to include. Think of the goal, think of a Critical Path…how to get money from your parents. First step is checking their mood. Check that Conditions are right, what do you do next?"

Target: "I ask for the money."

Dan: "Right! You ask for the money. Simple as that! Critical Path Step 2 is asking for the money. It doesn't really matter what particular words you use, right? You can ask any way you want, it's still the 2nd Critical Path step. It's asking for the money. It's not checking their mood. That was Critical Path Step 1, checking the Conditions. Step 2 is

to ask for the money. Two different Steps; 1 & 2."

Newt: "Also, what if Step 1 goes bad in the middle of Step 2? That would not be the Critical Path to 100% success. You have to follow the recipe. My point is that each Critical Path Step is a dealbreaker? Break or rearrange any one step and you risk failure."

Dan: "Good. Now Target, if you do get the money, do you just turn and walk away or is there something else on the Critical Path?"

Target: "Put the money in my pocket?" (smiling with a jokester attitude)

Dan: "Ok, well there's that, yes. Anyone else? Is there anything that Target is forgetting? Mary?"

Mary: "I don't know…say 'thanks' I guess."

Dan: "Ya! Sure! A Critical Path leaves nothing essential out. It's a complete and thorough recipe for success every time. If you didn't say 'Thank you', you might get the money this time but next time you ask, it could easily change just because you showed no appreciation or gratitude this time. A Critical Path takes that into account, so that is Step 3. Say 'Thank you'."

Newt: "The 3rd Critical Path Step, saying 'Thank you' can't be left out if your goal is to get money now and again, next time you ask. So, Target says his Critical Path for getting money from his parents is to: Step 1-check that they're in a good mood, Step 2-ask for the money, and Step 3-say thank you." (Newt uses graphic text list on school blackboard to help illustrate CP structure)

Dan: "These Critical Path steps must happen in that specific order. A Critical Path cannot change! If it can change, then it's not a Critical Path! Now the 1st Critical Path Step, for reaching any goal, is to check or set certain Conditions. These Critical Path Conditions are more than important, they're deal breakers. Just like when you ask your parents for money. Bad mood Conditions mean don't ask."

Newt: "Also keep in mind that the order of Critical Path Steps is critical. Target doesn't ask his parents for money and then check out their mood. That probably would not be a long-lived Critical Path."

Dan: "Let's try another example. Tom, can you guess at how to become an instant mega-millionaire? What steps would you take?"

Tom: "Sure, I'd buy a lottery ticket, check the numbers and cash the ticket to collect my money...oh ya, and say thanks!" (everybody laughs)

Dan: "Right, pretty simple and obvious. Let me ask you, why isn't everyone a mega-millionaire Tom?"

Tom: "Because not every ticket is a winner."

Dan: "OK, what's missing on our Critical Path here? What conditions have to be there? What did your Critical Path make unclear or leave out?"

Tom: "The lottery ticket you buy has to be the winning ticket. It has to have the right numbers."

Dan: "Exactly! A Critical Path requires certain Conditions, they can't be left out, forgotten or excused."

Newt: "And if the Conditions aren't right, then success is at risk. Like not having the right lotto numbers, or asking for money when your parents are in a bad mood."

Dan: "Ok, one more. Angie, what are the Critical Path Steps to opening an unlocked door?"

Angie: "Aaaa…turn the door knob and then push…or pull until it opens."

Dan: "Good. Are there any conditions? Even if they're obvious, what conditions need to be taken care of before opening a door?"

Angie: "The door has to be unlocked…but I guess you already said that."

Dan: "Ya I did. Let me help you out. Without moving from where you are, go ahead and open the door to my office over there from where you are now."

Angie: "I can't reach it from here."

Dan: "Ok, so what kind of Conditions do you need to add to your Critical Path?"

Angie: "I need to be within reach of the door before I can turn the doorknob."

Dan: "Right. And if you start down the Critical Path and right in the middle of turning the

knob, which would be Step 2, losing the Critical Path Conditions, what would happen?”

Angie: “I wouldn’t be able to finish opening the door.”

Dan: “Right, in this case, you’d fail at opening the door. You’d not reach your goal. Even though it’s completely overlooked as important, the condition of having to be within reach can’t be left out. And every Critical Path has Conditions! Target’s parents have to be in a good mood, Tom’s lottery ticket has to have the winning numbers and you have to stay within reach of the doorknob.”

Newt: “That’s one of the differences between a plan and a Critical Path…every Critical Path has a first Conditions Step. This is not true of a Plan. Plus, a plan can change. A Critical Path can’t. A Plan can fail, a Critical Path can’t.”

Dan: “So Angie, what is the Critical Path for opening a door?”

Angie: “I guess, walk up to the door so that it’s within reach, turn the door knob and then push or pull until it opens.”

Dan: “Ya! Nice job!”

Newt: “What we’re trying to say is that every goal has a Critical Path and every Critical Path has a Conditions Step that must be true in order to consistently reach goal success.”

Dan: “And this will take us to our first exercise; Mary & Target are Group 1; Angie & Ben are Group 2; and Jim & Tom are Group 3. Each group will be given a goal and must come

up with a 3-Step Critical Path to reach it every time. In other words, come up with a 3-Step, fool-proof recipe for reaching your goal. Remember that the 1st Step in a Critical Path is to maintain Conditions. Step 2 will be some kind of action and Step 3 will be built on Step 2."

"Group 1 will figure out a 3-Step Critical Path for playing any new x-box game to win. Group 2, your goal is how to graduate high school. What is the 3-Step Critical Path for graduating? Group 3 will give us the Critical Path for talking to a friend on the phone. Start doing that now."

(Teams discuss and come up with their assigned Critical Paths)

Dan: "Ok. Group 1, Mary and Target, what is the 3-Step Critical Path to playing a new X-box game well enough to win?"

Gr 1: (spoken by Mary) "We think the Critical Path is to buy the new game that you want, learn how to play and then practice, practice, practice."

Dan: "Sounds good. The Conditions for your Critical Path are what? Target?"

Target: "The Conditions are that you have the game, the console, and the time."

Dan: "Very good. Let me ask Mary, can you win by playing and practicing just by yourself? Or do you need to play others, with a possibility of losing"

Mary: "Well you have to play others to win."

Dan: "Your Critical Path was to buy the game, learn how to play it and then practice, practice, practice. I'm wondering, what are the Conditions again? Step 1 Conditions? Buy the game…or I guess you could say acquire the game. Step 2 was learning to play it with rules, enemies, weapons, shields, etc. and then Step 3, practice…a lot. What about playing with others, so you can win and not just play really well? What about changing the Conditions to being an active member of the Game's on-line group?

Newt: "And changing practice to playing others?"

Dan: "The point here is that a Critical Path needs to be well thought out and include everything from beginning to end. Good job you two!" (Dan give Mary & Target the thumbs up. Newt joins in.)

Group 2, Angie and Ben, what is the Critical Path for graduating high school?"

Angie: "Uhh, go to school, get passing grades and stay in school until the end."

Dan: "Good. Ben, what are the Conditions in your Critical Path?"

Ben: "The Conditions are that you go to class and try to learn."

Dan: "I like it! OK group 3, Jim and Tom, what is the 3 Step Critical Path to calling a friend on the phone?"

Jim: "Take out your phone, dial the number and start talking."

Dan: "Pretty simple isn't it? Tom, what are the Conditions needed to consistently succeed?"

Tom: "Well I guess the other person, who you're calling, must have a phone."

Dan: "Right. Good thinking Tom. You didn't mention that in your Critical Path, did you?"

Tom: "No, not really. I didn't think of it until you asked, but I guess it's true."

Dan: "The point here is that thinking about the Conditions of a Critical Path are often so simple and obvious that we overlook them…but they still hold true and must be in place."

Newt: "The Conditions on Peace DNA's Critical Path are that no Foul can exist. None! Using a Foul is like being taken out of the door knobs' reach, or having the wrong lotto numbers, or your parent's mood turning sour."

Dan: "And remember that the Peace DNA goal is to get Peace Agreement. Any questions?"

Angie: "I kind of get it but I'm not too sure."

(Several classmates nod in agreement)

Dan: "What's confusing you Angie?"

Angie: "Well, for one thing, how do I stop someone from Fouling? I mean, what, I'm

supposed to stop and say (mocking) 'Like, Dude, you can't call me any names 'cause then we won't reach our Peace Agreement goal.' I don't see that happening. I don't think so Sensei. Sorry."

(class chuckles)

Dan: "Really great point Angie? What does anyone else think?"

Jim: "Ya. I can't stop someone from Fouling me. I can bust it if they do, but I can't stop it from happening. No one can."

Dan: "Good! Anyone else?"

Ben: "Even if you could ignore the Fouls, it's still an attack."

Jim: "Fouls can get out of control really fast!"

Mary: "Ya, you can't stop someone from Fouling!"

Ben: "Plus, not everybody even knows what a Foul is!"

Dan: "True, but everyone knows what disrespectful actions are. If you're helping others solve a Conflict, they have to agree to stay respectful, making and keeping Critical Path Conditions good. If you're using Peace DNA for yourself, practice no Fouls yourself and demand it from the other person. Use Foul Busting skills if any Fouls do slip out."

"Also remember, if Fouls are happening, and they continue to happen, then Peace DNA Will not be the best Critical Path to follow because the Conditions will not stay in place."

Newt: "So remember that the Peace DNA Critical Path Conditions, Step 1 is: No Fouls. And remember that if Conflict has danger attached, Peace DNA is not the right choice. Peace DNA is not the Critical Path to protect yourself against an attack of any kind. It's the Critical Path to Conflict Resolution…Peace Agreement. To protect yourself from an attack, use Foul Buster or Peace Moves."

Dan: "I hope that answers your concerns about the No Foul Conditions. Yes? (heads nod) Now, we'll go around the room and each of us Will imagine that we're mediating or helping two other people in conflict and we need them to agree to No Foul Conditions. Try and think of a way to set the Conditions. For example, I might say: 'If you want to peacefully solve this Conflict, you have to be respectful. Are you both willing to do that?' Newt, how would you say it?"

Newt: "I might say 'Can you talk about this without being disrespectful?' Angie?"

Angie: "Uhh…uhh…pass. Target? "

Target: "Well…uh…pass. Jim?"

Dan: "Ok let me stop you right there. It can be really hard to know how to say something, even though you are very clear on what it is you want to know. That's the point here, that's exactly why Peace DNA has already done that for you. It's already put together the essential thing you want to ask and it's called an Essential Question or EQ. Newt

will explain how an Essential Question is different from a regular question. Newt?""

Newt: "Sure Sensei, I would say that a regular question is looking for specific information from someone else. Regular questions have answers like; yes or no, blue or green, tall or short, smart or stupid and so on. They're called closed-ended questions because once you get an answer, they're over and done. The inquiry is 'closed'. The words you use to ask a regular question are specific to a single answer."

Dan: "An Essential Question or EQ is different because it's asking a more general question to get to the heart of what you want to know. Often, it doesn't matter what words you use to ask an EQ because it's really just a guide for how to think about something."

Newt: "Like if you asked yourself: 'Why don't people like me?' you are asking an essential question that can be worded many different ways. You can say 'What's wrong with me?' or 'What can I do different?' or 'How can I make friends?' All of these differently worded questions want to find out essentially the same thing: 'why don't people like me?'."

Dan: "Very nice. Well said Newt. An EQ is what we have to answer to move along the Critical Path. And so, what do we need to ask ourselves to know if the No Foul Conditions are in place and Peace DNA can continue? I mean how do we know if the Conditions are right? Is there anything else besides the absence of Fouls to consider? What could be the Conditions EQ that would cover everything? In Peace DNA, the one single EQ for Conditions is: 'Are you ready and willing to solve this conflict peacefully?' You can ask it of others and you can ask it of yourself."

Newt: "Answering EQs is how you follow a Critical Path. Or how to know where you are on that path. The Peace DNA EQs are well thought out and natural. They're the questions

to memorize as is so that they will guide your actions. Then you can follow the recipe and reach success."

Dan: "What's really important is how you answer your own EQs. Each situation will be different. If the 1st EQ answer is no, that there is not readiness and willingness, then spend your time finding out why or consider postponing the effort until another time."

"One more thing before moving on to the next Critical Path step, and that is can anyone tell me when someone in conflict can be willing but not ready to do Peace DNA and create Peace Agreement?"

Ben: "When there's a group of kids, circling, yelling 'Fight! Fight!' I can see wanting to wait until another time to reach peace agreement."

Dan: "Good one! But remember, if Fouls are present, like threats at the start of a fight, PeaceDNA is a poor choice. Anyone else? When might someone, maybe even you, be willing to try Conflict Resolution, but not right in this moment?"

Tom: "Pee! If you need to go to the bathroom."

(Everyone laughs)

Dan: "Great" (with sarcasm) Anyone else? When could you, or anybody, be willing but not ready to try to work out a Conflict?"

Angie: "When there's a click or gang hanging around. Which is, like, always."

Dan: "So there are times when it's more than just removing the Fouls, there's a matter of readiness. That's why the first and only EQ for Conditions is what everybody. Say the 1st Critical Path EQ with me.

All: "Are you ready and willing to solve this conflict peacefully?"

Dan: "Now because it doesn't matter how you ask yourself or someone else an EQ, we can use whatever words we want. Sort of like rephrasing the EQ. And that's what we will do now. So, we're going to go around the class and each student will use their own words to ask the first EQ. We'll start with Tom. Tom?"

Tom: "Uh…ok…I guess I might ask, 'Are you cool with working out this conflict?'."

Dan: Nice! Angie?"

Angie: "Do you want to solve this conflict or not?"

Dan: "Hmm. Close, but no. The other person may agree to solve the conflict by fouling in some way. Try again."

Angie: "Do you want to solve this conflict peacefully?"

Dan: "That's it! Good job Angie! Jim?"

Jim: "Can you use respect and solve this conflict?"

Dan: "Yup! Target?"

Target: "Ya! Can you solve this conflict without fouling?"

Newt: "I'm not sure that everyone you might ask knows what a Foul is, so they wouldn't know what they were agreeing to. But in here, we all do so we'll call it good. Can you give me another?"

Target: "Ok. Can you solve this problem without being disrespectful?"

Newt: "You got it, ya!"

Dan: "Mary?"

Mary: "Are you ready and willing to solve this conflict peacefully?"

Dan: "Right! Nothing works like the EQ itself. Ben?"

Ben: "Can you focus on just solving the conflict and not attacking the person?"

Dan: "Good. And it's good to remember that you're asking yourself the EQ also. When you're in a conflict yourself, it's a great place to start."

"Now Ben's earlier question was about other people knowing what Fouls are. Do you remember? Ben pointed out that not everybody is going to know what a Foul is. Ben,

let me ask you now, is it important to know what the word 'Foul' means?"

Ben: "No it's not.

Newt: "Why not Ben?"

Ben: "Because the word 'Foul' is for me to know so that I can stay on the Critical Path. It doesn't matter if the other person knows the word or not."

Dan: "Really good…amazing answer Ben. That is why the word 'Foul' is not part of the Conditions EQ."

"Now it's time to get on to the next Critical Path step. This step, Step 2, is called Positions and has 3 EQs. Together, these EQs uncover the Facts, Feelings and Opinions for both sides. Each Position is defined out loud and with honesty."

Newt: "So Step 1 is Conditions and comes with one EQ: 'Are you ready and willing to solve this conflict peacefully?"

Dan: "That's right. Now Critical Path Step 2, Positions, has 3 EQs and when answered complete one point-of-view or POV. (Dan again uses a blackboard and graphic text to help illustrate the point) Newt tell them what a point-of-view is please."

Newt: "Certainly Sensei! Ok, everyone has their own way of thinking about stuff…about their life, their future, their past, and anything they can think about really. Throughout our lives our experience can be fit into 3 groups: Facts, Feelings and Opinions. That is,

what's happened, how does it feel…emotionally, and what do we think about it…what's our opinion. Together, these Facts, Feelings and Opinions make up our entire experience. It's our POV or point-of-view."

Dan: "Good as usual Newt. Keep going please."

Newt: "Ok, no POV is exactly the same. Sometimes we see things in a completely different way and sometimes we see them almost exactly the same. Most of the time, especially in Conflict, we leave out one or more POV parts. The Peace DNA Critical Path EQs guarantee that no part gets left out, forgotten or assumed. That's why each POV EQ is a deal-breaker!"

Dan: "This is what makes Peace DNA work, by the way. It kind of forces both sides to see the Conflict from the other POV. A complete POV that leaves nothing out builds strong understanding. A POV is specific about an experience and is Foul free."

Newt: "So every POV has just 3 parts; 1 POV part for Facts, 1 POV part for Feelings, and 1 POV part for Opinions."

(Senesi uses black board on an easel is produced and a magic marker is used to divide it into 3rds yielding vertical columns. Each column is labeled on top; EQ 2, EQ 3, & EQ 4. Sensei writes Facts, Feelings & Opinions in corresponding columns, thereby connecting the EQ with the POV part (Fact, Feeling, Opinion) in a column space to be used later.)

Dan: "Good explanation Newt!   Ok same work groups as before. Each group will come up with the Facts, Feelings and Opinions from a made-up conflict. Each partner will pick

a Conflict side and make up a POV to act out with their partner in front of us all. Both sides will act out their Conflict POV, and include answers to Position EQs; 2, 3, & 4. We're practicing how to identify a full and complete POV. Pretty straight forward. Any questions?"

Tom: "So we're supposed to create an argument or Conflict over something that we make up and each of us comes up with our own Facts, Feelings and Opinions? Is that right?"

Dan: "Yes Tom. Really good explanation. I would like to point out that you shouldn't try and over complicate things right now. Not on your first one anyway. Keep thing pretty simple. Everyone know what to do? Yes? OK, real quick, what are the 3 Position EQ's? All together now.

All: "What happened? How do you feel? Why do you feel that way?"

Dan: "…about what happened. You connect the Facts and Feelings to get an Opinion. You are asking why did what happened make them feel that way. Why did it mean what it did to them? OK, good. Now go to work."

(Teams work together and then report out. The students sit in a semi-circle with the situations being enacted; 6 total POVs & 3 Conflicts)

Dan: "Ok ready everyone? Let's start with group 1. Target & Mary. Go ahead. Who starts?"

Target: "I do…Mary, this is the 3rd time I've had to lie for you! Everyone thinks you…we're…the cyber-bully at school running the 'Secret News' blog…but I keep swearing we're not. If you don't stop and shut it down, I'm going to stop lying for you!"

Mary: "Ya, well that's not the way I see it. No, you got me into this and I like running 'Secret News' and until someone makes me stop, I'll keep running it! So you can keep your threats to yourself!"

Dan: "Wow! Great Conflict scene guys! It's a little confusing but that's alright. Conflict usually is a little confusing. Thankfully we know just what to do. We'll use EQ's to follow the Critical Path. So, the first EQ is what?"

Group: "Are you ready and willing to solve this conflict peacefully?"

Dan: "Right! So, are they? Mary mentioned a threat but I'm not so sure it's a Foul. Target only said that he's longer going to lie for Mary. Isn't that right? So let's say that, so far, no Fouls. The next Critical Path step is to explore each POV; Facts, Feelings and Opinions. So, let's start with the Facts, especially, because in this case, things are a bit confusing. The EQ for Facts is what everybody?

All: "What happened?"

Dan   "Right, 'What happened?'. Mary, I'd like to start with you, what happened?"

Mary: "Ok, well, Target, me and a couple friends started a web site called 'Secret News' where we post what's going on with people that we know at school. It was a pretty awesome site that was really fun to do. Ya, a couple kids got their feelings hurt but I can't help that. I mean we didn't make stuff up really. We just reported on what we knew to be true. Then Target comes up and is like, telling me I have to stop. And I don't really want to."

Dan: "Ok good. I still don't have enough facts to go on. So let me ask another way. Mary, did something happen that got target concerned about the web site? Did something happen?"

Mary: "Ya, kind of. One of the girls we reported on got in to some trouble for calling one of the teachers a the 'n' word. All we did was report it. She actually said it."

Dan: "Ok, I think I got it. Are you saying that Target and you and some others started a tell-all website and in one particular case, things got out of hand and now Target wants out?"

Mary: "Ya, pretty much."

Dans: How did you feel when Target told you he wanted out?"

Mary: "Like he thought we were doing something wrong. Like I was a bad person…like a cyber bully!"

Dan: "What emotion does that feel like? Did it make you feel mad? Sad? Frustrated? Judged?"

Mary: "It felt bad. Ya, like I was being judged."

Dan: "Good. Now for EQ #4, why did you feel judged when Target said he wanted out of the website group?"

Mary: "Because he said it like he thought I was a low-life. Like I was a bully picking on other kids without any real reason."

Dan: "Ok. Let me checkout what I think you are saying. Mary, are you saying that when Target told you that he wanted out of the website stuff that you two had built together, along with others, you felt like he was judging you as a low-life and a bully?"

Mary: "Ya."

Dan: "Ok thanks. By the way everyone, did you see how I used a rephrasing question to get agreement about her POV? Rephrasing is not a Critical Path step…it's not a deal-breaking requirement. However, rephrasing is a great skill to use. Target, it's your turn. Newt, take him through it please."

Newt: "Target, what happened?"

Target: "Mary and I started fooling around with a make-your-own web site thing for our friends and us to hook up after school…on-line…you know. We named it Secret News because we wanted to talk about more private stuff, just between us. After a while we added a gossip page and it just blew up. Everybody wanted to join. They'd becoming a member and then go straight to the gossip page. It was crazy. Right away people started posting mean things about other students by name… and teachers too. It was fun…at first. After a while, no one knew anyone else and the gossip just got meaner. I want out of the web site group, and I want it shut down."

Dan: "Ok, good. Does anyone think that Newt can answer his PeaceDNA Facts EQ now? Is

he done here? Can he move on to another EQ? In other words, do we know all the Facts needed for understanding Mary's POV and reaching peace agreement?"

Class: (various answers; yes and no)

Dan: "I can think of 2 add-on 'What happened?' questions that can often help get more important Facts. These two questions are; 'What happened just before that?' and 'What happened next?' You can ask if anyone else was there, like a witness? Or what time of day was it? These are Facts and they fit within the 'What happened?' EQ. There's often more than a single, simple answer to a Position EQ. That's why you can use whatever words you want to explore the whole situation before moving on. If two people can't agree on the Facts then there is most likely an Opinion disguised as a Fact involved, a Faux Fact."

Newt: "Do you all remember Faux Facts? From the Brown belt curriculum? It's an Opinion mistaken or claimed as a Fact.' And who remembers how to test and bust a Fake Fact? How to be sure it's not an Opinion in disguise?"

Angie: "You rephrase is with the words 'Are you saying, in your opinion…' to see if it still makes sense!"

Newt: "Very good Angie. Let's do one, Faux Fact test this: 'It's a beautiful day.'"

Angie: "Are you saying that in your opinion it's a nice day?"

Newt: "Ya. Nice job. Everybody, Fact or Opinion?"

All: "Opinion!"

Newt: "What kind of Opinion?"

All: "A Faux Fact!"

Newt: "Yes. An Opinion disguised as a Fact…a Faux Fact. Now try this one Angie: 'You're an idiot to believe that story."

Angie: "Are you saying that in your Opinion, I'm stupid?"

Newt: "Everybody, Fact or Opinion?"

All: "Opinion!"

Newt: "And how do you know?"

Angie: "Because it makes sense to say: 'In my Opinion you're stupid. It's not a Fact!"

Dan: "Right, and you bust a Faux Fact by getting a 'yes' answer to the special rephrase test question. When they say 'yes' they are admitting it's only an Opinion even though they said it like it was a Fact. You Bust it."

"If I say there is snow on the ground, and I test with 'In my opinion there is snow on the ground' it doesn't exactly make sense and so I can see that it's a Fact"

Newt: "So Target, back to our example, what happened right before you told Mary that she had to stop."

Target: "We got into a big ol' argument about some mean gossip that some dude wanted to share. I thought it was really mean and hurtful but Mary thought it could be true for all we know. She decided to publish it and the next day the kid looked like she had cried all night. I mean, people pee their pants sometimes. It happens. We don't know what's going on at home. This dude wanted to say she can't hold it in 'cause she's got no muscles down there. She was just born without 'em. Kind of a freak. How's she ever gonna make a man happy?"

Dan: "...and then you decided that you'd had enough of this website, of lying to others about who is running it, and you were quitting the group. And you thought she should quit too. And then she said 'no'. What happened after you told her it's over?"

"Did anyone hear my add-on 'What happened?' EQ? I asked for more Facts by asking what happened next? Ok Target, so what happened after that?"

Target: "Hmm. Well, I walked away and went to my next class. I don't know what she did."

Dan: "Good. I can now ask myself 'What happened?' and can have an answer that is full and detailed. An answer that assumes nothing important and that both people in the Conflict can hear and understand. So let's move on. We can always come back if we don't understand something and need to for more Facts about the Conflict."

Newt: "Now I'm going to rephrase Targets facts for three reasons. First, whatever I do with one person, I do with the other. If I'm mediation for two other people, if I'm playing

the peacemaker, I must be as neutral, balanced and fair as possible. And since I rephrased Mary's POV, I will do Target's. Second, I'm rephrasing to get agreement about the facts of their POV which makes them immune from change, and third I want to be sure that the other listener understands all the elements and situation as given."

"Target, are you saying that after you saw the real-life effects of a mean secret news posting, that you wanted to stop it, get out of it and put an end to the whole thing?"

Target: "That's how it is."

Dan: "Ok, good. We can move on. Newt, take the next two EQs. It doesn't matter which POV EQ you ask next since they're only named EQ 2, EQ 3 and EQ 4. When we use them to explore a Position, there's no particular order. Newt?"

Newt: "Mary, how did Target quitting make you feel? Mad, betrayed, embarrassed, scared? How did you feel?"

Mary: "At first I was surprised. I mean I didn't think it was being mean, after all, it was all true stuff…I guess. After we got into it, I was mad because he was saying that I was a bully and I was being mean to others without caring about them."

Newt: "I see. OK Mary, why were you so surprised and mad about being called out as a bully?"

Mary: "I'm not a bully! Ask anyone. I am always helping others even if I don't know them. For Target to call me a bully is like him saying I'm a bad person. And I'm not!"

Newt: "Are you saying that you and Mary started this website as friends and then later, as it grew to include many people you didn't know, it changed. That it started to include what Mary thought of as gossip and bullying but since it was probably true stuff that it was ok? And you were at first surprised and then angry that Mary said this to you and wanted the site shut down because you don't think you're a bully or mean to anyone. After all, you're always being helpful and nice to others even if you don't know them?

Mary: "Ya, that's it."

Dan: "Ok everybody. Really good first example. We can do the next one with or without the rephrase. Angie and Ben, it's your turn. Mary, why don't you start us out?"

Mary: "Sure Sensei. Angie, are you ready and willing to solve this conflict peacefully?"

Angie: "Yes."

Mary: "What caused this conflict between you and Ben?"

Angie: "Well, Ben and I have been in the same class right from the start. We don't really hang around each other but we definitely know who each other is. About 6 months ago, Ben started going with one of my friends, Tina, and they were doing fine until Tina met another dude and they started going out. And this was before she broke up with Ben. About a week ago, Ben started asking me if Tina was going out on him and if I know who it was. I did but didn't want to rat out my friend so I lied and said no. One thing led to another and Ben found out about Tina and me lying so he got all mad and started spreading rumors that I'm a liar and a back stabber. So I confronted him and

told him to stop. He started yelling at me and said he was going to post what a slutty girl I was. And wouldn't you know it, he was going to post on secret news because everyone we know reads it."

Mary: "Why did that bother you? Why is this a Conflict for you?"

Newt: "Good one Mary. You're going from Facts straight into Opinion. From EQ 2 to EQ 4. That's creative and a great choice. Be sure not to leave out EQ 3 before finishing up. All 3 parts of a POV must be explored out loud. Nothing gets left out or left behind. Sorry to interrupt but I thought it was important to point out. Continue."

Angie: "Because I really didn't do anything wrong! I was just protecting my friend. I had no reason to want to hurt Ben but I'm going to stand by my friend every time…even if it hurts someone else. And now, Ben's coming after me because he blames me for their breaking up. I had nothing to do with that!"

Target: "How does what happened make you feel?"

Angie: "I don't know. I really don't care that much about Ben and Tina's relationship. I do care about Ben spreading gossip about me just because I protected my friend."

Mary: "So you feel what?"

Angie: "I feel blamed for what someone else did. I feel…what's the word… persecuted."

Dan: "Very good Mary. Do you want to rephrase or is it clear enough?"

Mary: "I'll rephrase. Angie, are you saying that you feel persecuted when Ben starts spreading gossip about you simply because you were trying to help your friend?"

Angie: "Yes."

Dan: "Nice job there Mary. Tom, why don't you take the next one? Why don't you find out Ben's POV?"

Tom: "OK. Ben, how do you feel?   Oh wait, are you cool with trying to solve this conflict with respect?"

Ben: "Ya, I guess."

Tom: "Ben, I need a yes or no answer please."

Ben: "Yes, I'm willing."

Tom: "How do you feel?"

Dan: "Great start question Tom…starting off with EQ 3…Feelings. I like it! Ben?"

Ben: "I feel betrayed and made fun of. I feel embarrassed."

Tom: "What happened?"

Ben: "Like Angie said, Tina went behind my back and started going out with another dude and when I'd ask Angie about it, she'd lie. She made me out to be a fool!"

Mary: "What else happened?"

Dan: "Good question Mary. We need more Facts, don't we? We could also ask how many times Angie lied to him."

Ben: "Angie was probably telling all her friends about the situation which just makes things worse…for me. Plus, she acted so innocent when she was lying straight to my face. She should have said something like 'Don't ask me. If you want to know about Tina, ask her yourself."

Mary: "Are you saying that in your Opinion, Angie was telling all her friends what was going on?"

Ben: "Ya…I guess it was only my Opinion but that doesn't mean I was wrong!"

Mary: "Ok. What happened next?"

Dan: "Good question Mary! Stay there until you can completely answer the Facts EQ. That ensure that the other person in Conflict gets the whole picture too. Remember nothing important left out."

Ben: "She must've told Tina that I knew something was up 'cause the next thing I know I get

a text saying we're now just friends and to stop calling or texting her."

Mary: "How did that feel?"

Ben: "I was cool. I wasn't all that much into Tina. But I sure don't like being lied to or being made fun of."

Mary: "How did it feel to be lied to, and maybe made fun of by Angie's friends? Why did you threaten Angie for protecting her friend?"

Ben: "I felt betrayed and disrespected. 'Cause it's one thing to protect your friend but it's another thing to lie about it."

Mary: "Why did you want to hurt Angie for lying by posting gossip that you know would be hurtful?"

Ben: "Payback I guess. I know Angie goes to the Secret News website all the time and thought she should see how it feels to be lied to."

Mary: "Are you saying that you wanted to hurt Mary for lying to you and making you feel embarrassed because you think she should know what it feels like?"

Ben: "Ya."

Dan: "Super nice rephrase Mary. OK, one more, Jim and Tom. Target, why don't you start us out?"

Target: "Sure thing Sensei. Jim, are you ready and willing to try and figure this Conflict out without Fouls?"

Jim: Yes."

Target: "Jim, what happened?"

Jim: "Tom and I have been in the same class for about 5 years, ever since we moved here 'cause of my dad's work. This last year, Tom's been doggin' me just to piss me off. It's like he wants to start a fight but I don't want to fight…anybody for anything. He calls me out with a put down or a bad name in front of his friends, like he calls me 'loser'. I'm not sure why he's singled me out but I've never done anything to him at all. We've barely even spoken to each other. I don't know what to do."

Target: "What happened just before he started calling you out?"

Jim: "I'm not really sure. I asked him once and all he said was I should leave it alone 'cause he and his boys were hanging now. That's why I asked for this mediation."

Target: "How do you feel about all this?"

Jim: "I don't know. I guess I'm curious about what I did and what to do to go back to the way it was…when we just kind of ignored each other."

Target: "Why do you feel curious about how he's acting?"

Jim: "Who wants to live with a guy always coming after you, threatening you and being a pain in the butt? I'd like to know what I did or didn't do to make him hate me."

Target: "OK, thanks."

Dan: "Target, do you want to rephrase?"

Target: "No, not really. I'm alright."

Dan: "Ok, that's your choice. I would say however that when you rephase a POV, the other person in the Conflict can't help but hear the entire other side of the story. Actually, if you think about it, they'll hear it twice, once from the person and once from the rephrase."

"OK Ben, it's your turn, ask Tom about his POV using the Peace DNA EQs."

Ben: "Tom, are you cool doing this peace thing?"

Tom: "Ya, sure."

Ben: "What the heck's going on?"

Dan: "Very good EQ Ben."

Tom: "Nothin'. Dude here annoys me...always thinking about how he looks...how he acts. He

just bugs me. The farther he stays away from me, the better."

Ben: "How does that make you feel?"

Dan: "Hold up! I'm going to stop you here. Just to be clear. Will is moving on to the next EQ, which is fine of course, but did we really get any Facts from our Fact EQ? Not really, I don't think so. We got side tracked with the Opinion. That happens a lot. You have to be careful about that."

Newt: "You can bounce around asking the three POV EQs anyway you want, in any order you want. You can do it a piece at a time, around and around, back and forth if you want. But remember you can't leave the POV Critical Path step until each EQ is answered…out loud. No assumptions, no guesses and nothing critical gets left out."

Dan: "Right! Thanks Newt. So, Ben's POV 'Facts' include: 'Dude here annoys me', but that's not a fact, it's a feeling. 'Annoyed' is a feeling; Ben's always thinking about how he looks and acts', but that's not a real Fact either, it's Faux Fact. A Faux fact is a what, anybody?"

Mary: "A Fake fact!"

Dan: "Right! Mary, test the Fact to see if it's a Faux Fact."

Mary: "Are you saying, that in your Opinion, Ben's always thinking about how he looks and acts?"

Dan: "Does that sound right? Everybody?"

All: "Yes!"

Dan: "Correct! That's an Opinion or truth disguise or mistaken as a cold hard fact. Just because something is True does not make it a Fact for anyone else. Truth and Facts are not the same thing. They're different because only a Fact can be witnessed. To be sure, Truths are just as valid as Facts, but they're not the same, ever! Claiming the sun will rise in the East Will, in Peace DNA, be considered an Opinion. It may be true but it is not a cold hard fact. Not yet. Claiming a Truth as Fact is at the core of most Conflict Faux Fact Fouls!"

Newt: "And his last so-called fact was: 'he just bugs me'. Not a fact here either.   It may be true but that doesn't make it a Fact. Not in PeaceDNA. Like Sensei said, a Fact has to be able to be witnessed by someone else even if no one else is there. A Fact is a concrete, unchangeable, undisputable thing. So really, with Jim's POV so far, we got no Facts at all."

Dan: "And before I forget, about POV Facts, Feelings or Opinions, sometimes POV pieces get entangled and show up in some combination. Keep in mind that POV parts do not share. In other words, no single POV element, Facts, Feelings & Opinions can be put into two different POV places. No exceptions. They're never both this and that. That is why Truth is an Opinion and not a Fact even if the Truth is agreed to by everyone on the planet. A Fact is only a Fact if it can be or could be witnessed by another."

Newt: "When an answer to one EQ brings out an answer to more than one POV part, you can use rephrasing to un-attach and make clear the different answers. This is a secret of Peace DNA."

Dan: "Also, know that we can continue on with any other of the POV's EQs now and circle back to the Facts EQ later. You can go back and forth as much as you like. So go on now Ben, keep going however you want to do it."

Ben: "Ya, I get it…cool. Tom, what happened? Why are you here with Jim?"

Dan: "Nice recovery Ben! Go ahead and improvise Tom."

Tom: "Well…uhh…I guess…Jim told the social worker that I was having a problem with him and now here I am."

Ben: "Why do you think you're here? What happened?"

Jim: "I don't know. I kid around with him, talking stuff, makin' fun, no big deal. I've never laid a hand on him."

Ben: Well something must have happened? Why else would you be picking or maybe even bullying, him?"

Jim: "No. Nothing. I'm just kidding around, having fun."

Ben: "Sensei, I don't know what to do. This isn't working."

Dan: "Ya, I let that one go on to the point of failure so I can make this very important point and you will know what I mean. You must keep the 1st EQ answer 'yes' either by verbal

agreement or actions. And, OK everybody, what's the first EQ?"

All: "Are you ready and willing to reach a peace agreement?"

Dan: "The EQ 1 answer 'no' is a show stopper! And that's what's happening here. A Peace DNA Critical Path has a goal of reaching Peace Agreement between 2 people. 2 people, each with a disagreeable concern with the other. This is a conflict. If there's only one Problem to a Conflict situation, then it's not, a Conflict between 2 people. It's only a Problem for one person. With only one person, it requires a Difficult Conversation…not Conflict Resolution."

Newt: "The very important point here is that one person's Problem does not make a Conflict. 'Each side must have a horse in the race', as my grandma would say. In the case of Jim & Tom, only Tom has a horse in the race. Only Tom has a problem. It's one sided. Creating Peace from a one-sided Problem is the goal of a Difficult Conversation, not Peace DNA Peace Agreement. Agreement requires two people. The Critical Path to a Difficult Conversation is for 2nd degree Black Belt. We'll do that another time."

Dan: "Ok everyone I think we all have a pretty good idea of the 2nd Critical Path Step in Peace DNA, exploring the Facts, Feelings and Opinions of a POV Position. Like I said, you can use rephrasing or not. It's a good idea and I recommend it, but it's not an Essential Question…just a helpful one."

"Now it's time to move on from POV Positions to the final Peace DNA Critical Path Step: Remedy. What to do to reach the goal of Peace Agreement. Newt?"

Newt: "Figuring out a Remedy for the Conflict seems like the Peacemaker has to have some

kind of wisdom that will satisfy both people. But nothing could be farther from the truth."

Dan: "That's right Newt. Finding a Remedy is simply a matter of asking each person what he or she wants to solve this Conflict peacefully. That's the 5th EQ: 'What do you want now to solve this Conflict Peacefully?' Maybe it's an apology or maybe it's just walk away and leave it alone. Everyone is different and may have an answer for their own.'

Newt: "Keep in mind that only the person with the Problem can say for sure what they want to solve it. That's how a Peace Agreement stays sustainable. The person in the Conflict says what they want to solve it. Nobody wants to be told what they want or what will satisfy them, although maybe the Peacemaker can suggest something."

Dan: "That's absolutely right. And after both people have said what they want, they move on to the last Peace DNA EQ. The 6th EQ is: 'What will you do now to solve this Conflict Peacefully?' Obviously, it's best to hear what each person wants in EQ 5 before saying what they will do, but it's not a critical."

Newt: "It makes sense that each person would hear what the other wants before saying what they're willing to do. Jim, what would you do if Tom said he wanted you to move to another school district? Or what if one person said they wanted a million dollars from the other person? What do you do when what someone wants can't really be given or is unreasonable?"

Jim: "I don't know, maybe figure that Conflict Resolution won't work."

Dan: "Ya, I can see why you might think that. If the answer to EQ 5 is something that can't be

done or the person is unwilling to do, does the Peace DNA fail in its goal. The goal of reaching Peace Agreement? After all our hard work and effort?"

All: (Heads nod 'yes')

Dan: "NO! When this happens, it goes back to EQ 1…the Conditions. Are they ready and willing to solve this Conflict Peacefully? If one person asks for something that the other can't give, then they are not ready and willing. If the other person is not willing or able to give what is asked then, again, they are not ready and willing. The Conditions are not in place and Peace DNA will not succeed consistently."

Newt: "This is why the Critical Path is critical. You can use the Critical Path to better follow and understand where things went wrong and use the EQs to further or deepen the understanding between people."

Dan: "In other words, if one person doesn't understand why the other person did what they did, perhaps revisiting the POV Positions would be useful. Especially if you re-visit the Opinion question and dig a little deeper."

"Keep in mind that using the Peace DNA for other people in Conflict will be different then using it for yourself when you yourself are in it. The EQs are the same but the formality of the process may be more relaxed. In other words, using the Critical Path for a Conflict that you are in the middle of might look a bit different. Other people may not want to know how you are feeling for example. They may not care about what you want from them. That's ok. You can still use the EQs and the Critical Path to move Conflict Resolution forward and reach Peace Agreement."

Newt: "I think we're about ready to try it from beginning to end. What do you all think?"

All: (heads nod in agreement)

Dan: "Ok, Angie and Tom will make up a Conflict and Jim will play peacemaker. Mary will play

peacemaker to Ben and Target. OK everybody, go to work."

THE END