

Compromise needs to go away

Todd Swenning, MD

**Director, Institute of Clinical Orthopedics and
Neurosciences**

Desert Regional Medical Center

Palm Springs, CA



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A problem of culture

- An agreement or a settlement of a dispute that is reached by each side making concessions
- To compromise is to make a deal between different parties where each party gives up part of their demand-Wikipedia
- Settle a dispute by mutual concession
- Accept standards that are lower than is desirable



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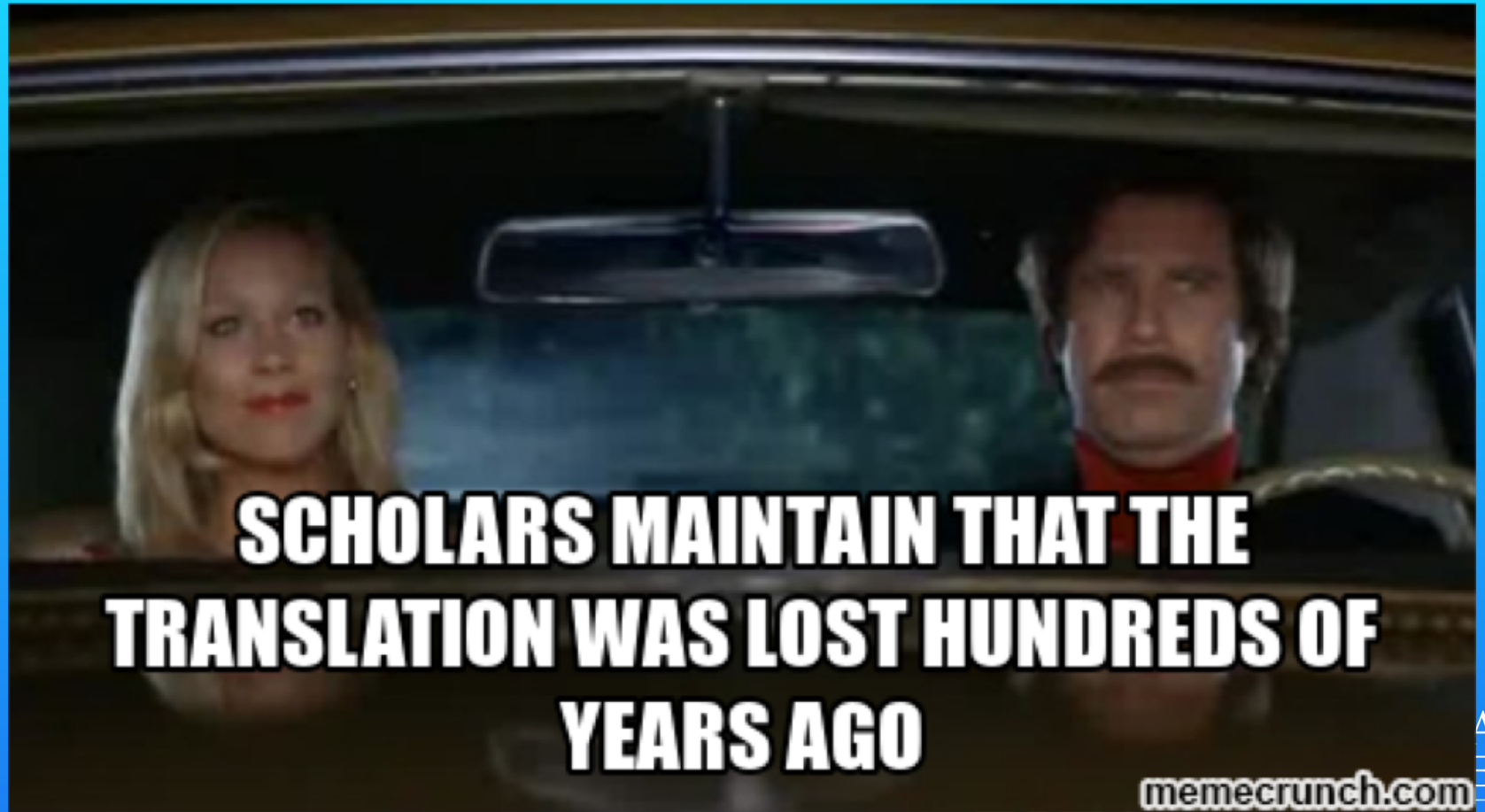
Words/language are the key

- **Get rid of "Have to"**
 - **Get to!**
 - **Will do!**
 - **Am doing!**
 - **Nuremburg?**
 - **Marshall Rosenberg: Nonviolent Communication**
- **Own your language.**
- **What is your purpose?**
- **What is my purpose?**
- **What is our purpose?**
- **Respecting and recognizing another's purpose/intention is critical.**
- **KEEP THE INTENTION CLEAR!**



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Some things are lost in translation



Defensiveness is **NATURAL!!**

- Acknowledge that feeling defensive in conflict is **NORMAL**.
- Be aware of this, and that the other party will experience it as well.
- Attempt to work from a non-defensive place.



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Constructive Resolution

- Be flexible and willing to bend, but know your boundaries
- Be honest about your needs and wants
- Cooperate by working together toward a solution
- Do not change the subject
- Face the conflict with courage
- Put yourself in the other person's shoes



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Think Win-Win



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