

My Conflict Pronouns

Pronoun	Form of Communication	Predictable Result
They	Stereotype	Prejudice
<i>"They are lazy and irresponsible"</i>		
He/She	Demonization Victimization	Blame and Shame Disempowerment
<i>"He is lazy and irresponsible"</i>		
It	Objectification	Problem Solving
<i>"It's a lot to do. Who should do what next?"</i>		
You	Accusation	Counter-Accusation Denial
<i>"You are lazy and irresponsible"</i>		
I	Confession Request	Listening Responsiveness
<i>"I feel overworked. I want to take time off but won't let myself and I am jealous when you do. Could you help me?"</i>		
We	Partnership Collaboration	Consensus Ownership
<i>"We haven't been clear about how we work together, which isn't working. How can we improve things?"</i>		