

Anti Explained: Sara Wickham's Groundbreaking Model for Understanding and Resolving Controversy

In a world increasingly polarized by conflict and division, Sara Wickham's Anti Model offers a beacon of hope. This groundbreaking tool for understanding and resolving controversy provides a framework for analyzing the dynamics of conflict and identifying ways to build bridges and find common ground.

Wickham, a conflict resolution expert and author of the book **Anti: The Definitive Guide to Resolving Conflict (2019)**, developed the Anti Model based on her extensive research and experience in mediating high-stakes conflicts around the world.

The model's name, "Anti," is derived from the Greek word "antithesis," which means "opposite." Wickham argues that conflict arises when people hold opposing viewpoints or values. The Anti Model helps us to understand the different perspectives involved in a conflict and to identify the underlying needs and interests that drive those perspectives.



Anti-D Explained by Sara Wickham

★★★★☆ 4.9 out of 5

Language : English

File size : 470 KB

Text-to-Speech : Enabled

Screen Reader : Supported

Enhanced typesetting : Enabled

X-Ray : Enabled

Word Wise : Enabled

Print length : 175 pages



The Anti Model consists of four dimensions:

1. Issue: The specific topic or issue that is causing conflict.**2. Position:** The different viewpoints or values that people hold on the issue.**3. Need:** The underlying needs or interests that drive people's positions.**4. Interest:** The shared interests that can be used to build bridges and find common ground.

Wickham emphasizes that it is important to understand all four dimensions of a conflict in order to resolve it effectively. By focusing on the needs and interests of the parties involved, we can move beyond the superficialities of the issue and find lasting solutions.

The Anti Model can be used to analyze and resolve conflicts in any setting, from personal relationships to international disputes. Here are the steps involved:

1. Identify the issue: What is the specific topic or issue that is causing conflict?**2. Identify the positions:** What are the different viewpoints or values that people hold on the issue?**3. Identify the needs:** What are the underlying needs or interests that drive people's positions?**4. Identify the interests:** What are the shared interests that can be used to build bridges and find common ground?**5. Develop a solution:** Once you have identified the needs and interests of the parties involved, you can develop a solution that meets those needs and interests.

The Anti Model is a flexible tool that can be adapted to any conflict situation. By understanding the dynamics of conflict and identifying the underlying needs and interests of the parties involved, we can find effective and lasting solutions.

Sara Wickham's Anti Model is a groundbreaking tool for understanding and resolving controversy. It provides a framework for analyzing the dynamics of conflict and identifying ways to build bridges and find common ground. The model is based on the principle that all conflicts arise from opposing needs and interests. By understanding the needs and interests of the parties involved, we can find effective and lasting solutions.

The Anti Model is a valuable tool for anyone who wants to resolve conflict and build bridges in their personal life, their community, and the world.



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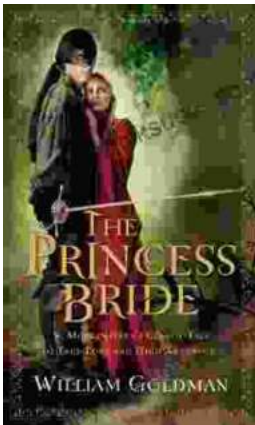
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