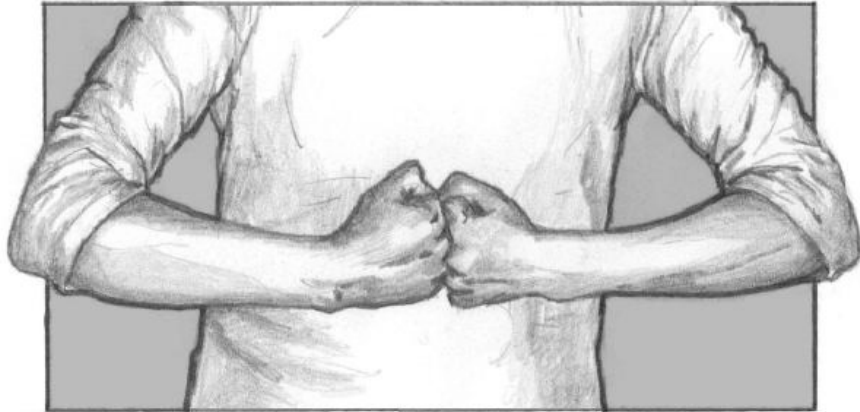


## Images used during Karen Valencic's TeleSeminar

### Image # 1



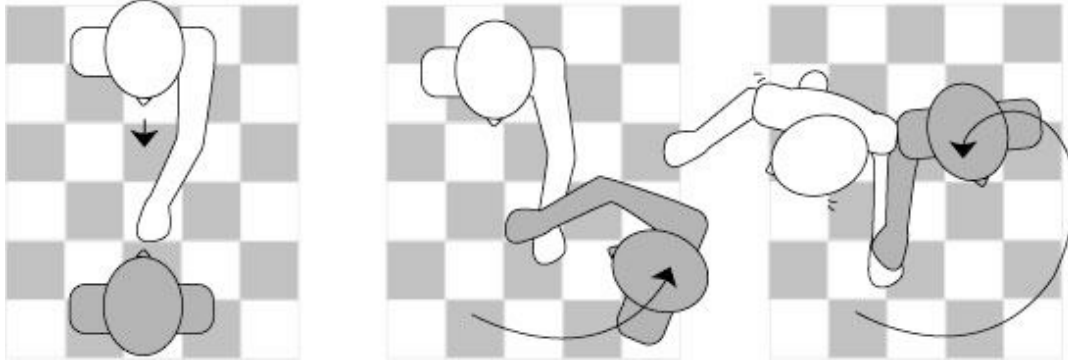
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**Conflict = Strike Together**

**Destructive Conflict** - Pushes too long or hard; intention to make wrong, destroy, separate, dominate

**Creative Conflict** - Pushes 'just right;' intention to engage for positive outcome

**Image # 2**

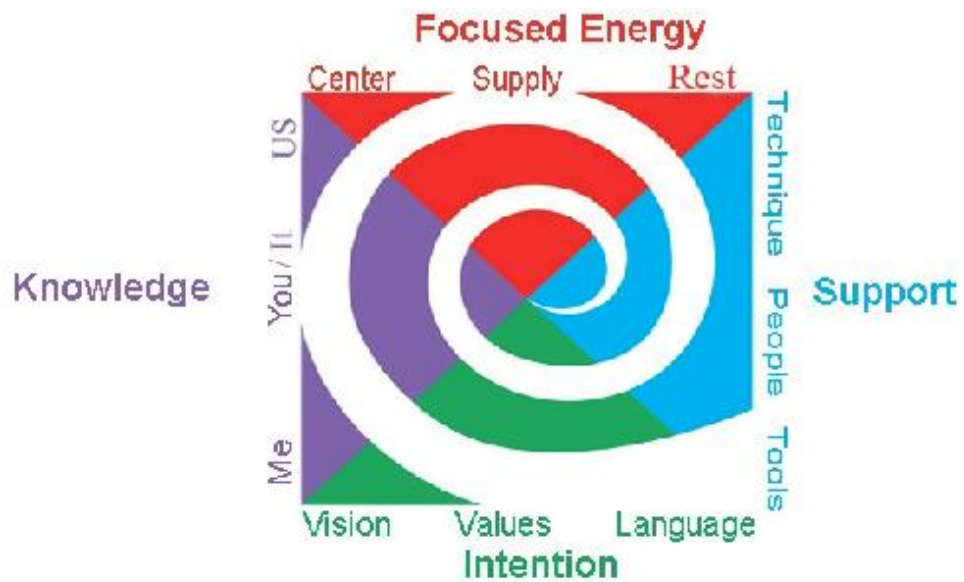


**Aikido - The way of life through the blending of energy**

Applied everyday conflict:

1. Check your physical position
2. Turn your statements into question or acknowledgments (avoid 'why?')

Image # 3



**Spiral Impact: First Round Learning Points:**

- Feel Struggle? Think Spiral Impact.
- Change your statements into questions and acknowledgments
- Center (become the calm eye of the storm)
- Declare all levels of intention
- Choose your support

## Image # 4

### Team Credo Examples:

Credo sample #1:

Do Your Actions Demonstrate Commitment?  
Do You Care About and Respect Me?  
Can I Count on You to Do What You say You'll Do?  
Does this add value to help achieve Our Vision?  
Can I trust you?

Credo sample #2:

Am I having fun?  
Is this aligned with our vision?  
Am I honest and open?  
Does this support our mission of service?  
Can I and should I do it?