



Cabean ADR

What is the RESPECT™ Conflict Resolution Framework?

The RESPECT™ Framework is our signature Approach to Conflict Resolution. It is a structured, trauma-informed, and human centered approach to mediation and facilitation that ensures all parties feel heard, valued, and empowered to find sustainable solutions. This framework is rooted in communication, cooperation, self-advocacy, and civility and provides the structure for how we conduct mediations and facilitate meetings.

Below are some of the ways we incorporate the framework into our sessions:



RAPPORT BUILDING

We cultivate trust, civility, and cooperation at the table. We begin sessions with ground rules that emphasize respect and listening. Throughout the process, we encourage parties to see each other as partners in resolution rather than adversaries.



ENGAGEMENT

We encourage full participation in the conversation because resolution happens only when participants are fully invested in the process. We employ creative tools and strategies to ensure participants stay in the conversation.



SAFETY

Our goal is to provide a space that feels physically, emotionally, and psychologically secure. We have a clear strategy and structure which is intended to help participants feel grounded. Our sessions are offered virtually or if in person can be held in separate rooms if desired.



PRESENT FOCUSED

Staying in the present keeps participants oriented toward solutions rather than blaming or drawing lines. We help participants focus on current realities and future needs and reinforce the power of small progress to build momentum towards resolution.



EMPOWERMENT

Empowerment gives participants ownership of their outcomes which increases the likelihood of lasting agreements. We provide decision making frameworks e.g. pros/cons lists, brainstorming exercises, the golden circle, RAPID.



COLLABORATION

Collaboration transforms adversarial conflict into problem solving. We keep the focus on common interests encouraging brainstorming and creative solutioning that emphasizes shared goals.



TOLERANCE

Tolerance acknowledges the different and diverse perspectives at the table. We teach and model respectful disagreement at the table by acknowledging the differences without judgment and reminding participants that resolution does not require total agreement.

