<table>
<thead>
<tr>
<th>Debate</th>
<th>Dialogue</th>
<th>Discussion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assuming that whatever the answer is, it must not be based on personal exploration, but on tested reasoning</td>
<td>Assuming that many people have pieces of an answer and that together they can craft a solution</td>
<td>Assuming there is one global answer that exists to clarify most experiences</td>
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<tr>
<td><strong>Combative:</strong> Participants attempt to prove the other side's rationale as inferior</td>
<td>Collaborative: Participants work together toward a sense of community and understanding</td>
<td><strong>Conceptual:</strong> Participants work toward the formation of a theoretical community of generalities, frameworks, and collective truths</td>
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<tr>
<td>Debate is about winning</td>
<td>Dialogue is about learning from the valuable differences in experience in the room</td>
<td>Discussion is about saying the &quot;right&quot; (intelligent, polished) thing or framing an idea cleanly.</td>
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<tr>
<td>Listening to find flaws and make counterarguments</td>
<td>Listening to both understand and find meaning from other's experiences and emotional insights</td>
<td>Listening to gather non-emotional, logical pieces of a large intellectual whole</td>
</tr>
<tr>
<td>Silencing assumptions and biases that don't have adequate evidence</td>
<td>Admitting habitual assumptions and biases for reevaluation</td>
<td>Minimizing the reality of assumptions and biases through large, agreeable framing</td>
</tr>
<tr>
<td>Critiquing the other side's position</td>
<td>Reexamining all positions by disrupting and destabilizing long held ideas</td>
<td>Synthesizing a large, academic theory which may be distant from actual positions</td>
</tr>
<tr>
<td>Defending one's own views against those of others</td>
<td>Actively using others' thinking to complement one's own</td>
<td>Seeking out the most correct thinking according to academic standards</td>
</tr>
<tr>
<td>Searching for flaws and weaknesses in other positions</td>
<td>Searching for the sources of, and the value in others' positions</td>
<td>Searching for strengths and value in accepted frameworks</td>
</tr>
<tr>
<td>Seeking a conclusion or vote that ratifies your position</td>
<td>Discovering new opinions, not seeking closure</td>
<td>Seeking a logically agreeable conclusion that blankets personal opinions</td>
</tr>
</tbody>
</table>

*Differentiating Dialogue From Discussion: A Working Model (Kardin and Sevig: 1997)*
“Dialogue is a process of genuine interaction through which human beings listen to each other deeply enough to be changed by what they learn. No participant gives up her or his identity, but each recognizes enough of the other’s valid human claims so that he or she will act differently toward the other.”

Dr. Harold Saunders, Founder and President of the International Institute for Sustained Dialogue (IISD)
Active Listening

- **Active Listening involves:**
  - **Clarification**—clear up ambiguity.
  - **Paraphrasing**—involves restating, in your own words, the essence of a participant’s message. Generally directed toward content.
  - **Reflection**—similar to paraphrasing except the focus is on the emotions being expressed by the participant.
  - **Summarization**—tying together two or more parts of message.
Active Listening is not a spectator sport – it involves:

- Asking questions that support and challenge
- Asking questions that stimulate reflection
- Allowing time for thoughtful reflection
There are five styles of active questions:

- Open-ended Questions
- Close-ended Questions
- Probing Questions
- Leading Questions
- Echo Questions
Active listening involves:

- Eye contact (culturally appropriate)
- Demonstrating attention, e.g. nodding
- Avoiding other tasks at the same time
- Avoiding unnecessary interruptions
- Avoiding over-talking with your own ‘story’
Active Listening involves:

- Listening for silence
- Encouraging silence
- Using periods of silence to further explore and reflect on what is being discussed
Active Listening involves:

- Reflection = first taking time to think about what is said rather than first formulating a response to what is said.
Why Engage in Interfaith Dialogue?

- Power to promote change
- Build relationships
- Overcome fear
- Understand more, fear less