

**“A problem well stated
is a problem half-solved.”**
– Charles Kettering

**The Four-Way Test is about empathy,
trust and accountability.**

1. Acknowledge and define the conflict (problem.)
Why and What?
2. Identify the interested and affected parties.
Who and How?
Primary, Secondary and others.
3. Discuss and Agree on the Desired Outcomes.
4. Have an open mind and a curiosity for new ideas,
novel applications and different
points-of-view.

Keep in mind the words of Senator George Mitchell
who helped to bring peace to Northern Ireland.

*“The most difficult obstacle to overcome
is the lack of trust. You can rebuild
buildings, you can replace vehicles, you
can put bridges back up, but the really
important thing to change what is in
peoples’ hearts and minds takes much
longer. Hope and opportunity are
essential to political stability and peace
in every society. Whatever people’s
differences, they want the same thing.
They want to get their children off to a
good start in life, they want to have a
chance for a decent job, and so what is
necessary in all of these conflict
societies is to create a sense of hope, a
vision, and a possibility of the future.
Without that hope, without that
opportunity, peace is in peril
everywhere.”*

WHAT IF...

Everyone Used The Rotary Four-Way
Test To Address Conflicts, Solve
Problems And Make Decisions to
Achieve Desired Outcomes

Would everyone be more successful in
reaching mutually beneficial, sustainable
and scalable solutions? Peace is when
people are able to resolve conflicts
without violence, and are willing to work
with each other for a just and better life.

**Rotary –
Where Difference Makers
Come to Together To Work
on Issues that Save and
Change Lives.**



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the
4 Way
Test

Rotary Four-Way Test

for Conflict Transformation

A Step-by-Step Process
for Mutually Beneficial
and Sustainable Outcomes

4 x 4 Approach and Process for Conflict Transformation

The first four steps are to identify the problem and the desired outcome.

Then there is four step process of **The Rotary Four-Way Test**.

VISION

That Rotarians will be trusted facilitators and practitioners in the Four-Way Test for Conflict Transformation. The plan is to begin as a bottom-up approach starting at the local level of the individual, family, group and community. The success and growth of the program will be the basis and model for larger engagements.

MISSION

Fulfill the Rotary objective for the advancement of understanding, goodwill and peace.

STRATEGY

Expand the use of the Rotary Four-Way Test from an ethical guide to a process for critical thinking, problem solving and decision making that result in conflict transformation and desired outcomes beneficial to all concerned. The process keys are empathy, trust and accountability.

WHY and HOW Does The Rotary Four-Way Test Work?

The Rotary Four Way Test is a step-by-step process where actions taken in order to achieve a particular end (the desired outcome).

The process is based on clarity and transparency and takes into account everyone's views and concerns, as well as wants and needs. The process is designed to build goodwill and earn trust so the particular end will result in mutually satisfying, sustainable and scalable outcomes.

ROTARY FOUR-WAY TEST

Four Questions – 24 words

Rotary Four-Way Test <i>The Unique Step-by-Step Process</i>	Process to Achieve Desired Outcomes that are Ethical, Fair and Beneficial to All
Is it the TRUTH? <i>Clarity, Transparency Fact checking Ethical Behavior</i>	That we do our homework to collect information and to apply critical thinking by asking questions to know the difference between facts, beliefs, assumptions and opinions as well as know what we don't know.
Is it FAIR to all concerned? <i>Inclusion, Empathy Acceptance, Belonging, Accountable</i>	That we use empathy to be see other points-of-view in the context of the problems to be solved and the goals to be reached
Will it build GOODWILL and BETTER FRIENDSHIPS? <i>Trust Do Good. Feel Good. Have Fun.</i>	That the process is civil, and there's a feeling of respect and openness to ask the "dumb" question that can lead to creative and innovative answers. Also people preferred to work with people they like, respect and trust.
Will it be BENEFICIAL to all concerned? <i>What-If scenarios, Trade-offs Being Creative and Innovative Better Decision-Making</i>	That these are the conflict transformative answers and decisions that can lead to mutually satisfying solutions that are sustainable and scalable. This can be an iterative process as we learn more from doing and continuously improve with time.

Benefits for All Concerned

- Having relationships built on TRUST.
- Having confidence in the decision.
- Knowing this is an iterative process.
- Knowing everyone is doing their best in the right way.
- Having people say they are better off after using this conflict transformation process.
- Showing that Rotary has a unique conflict transformation process for fact finding, critical thinking, problem solving and decision making that can result in mutually satisfying solutions that are sustainable and scalable.
- Knowing that we ... Do Good. Feel Good. Have Fun.

Platinum Rule (empathy) vs. Golden Rule

"Do unto others as you would have them do unto you."

The Golden Rule implies the basic assumption that other people would like to be treated the way that you would like to be treated. The alternative to the Golden Rule is the **Platinum Rule**:

"Treat others the way they want to be treated."

Conflict Transformation vs. Conflict Resolution

Conflict transformation is the process by which conflicts, such as ethnic conflict, are transformed into peaceful outcomes. It differs from conflict resolution and conflict management approaches in that it recognizes "that contemporary conflicts require more than the reframing of positions and the identification of win-win outcomes.

The very structure of parties and relationships may be embedded in a pattern of conflictual relationships that extend beyond the particular site of conflict. Conflict transformation is therefore a process of engaging with and transforming the relationships, interests, discourses and, if necessary, the very constitution of society that supports the continuation of violent conflict"

Hugh Miall (2004)

Conflict Transformation: A Multi-Dimensional Task

