

François-Marie Arouet de Voltaire.
(1694 - 1778)
A French Enlightenment writer, philosopher (philosophe), satirist,
and historian. Known by his nom de plume M. de Voltaire.

DISAGREE

*Accepting and embracing disagreement is difficult for
some people who seek harmony and
cooperation all the time.*

However, without dissent and differing opinions,
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CHANGE
Your Future, Now!

Opinion has caused more trouble on this
little earth than plagues or earthquakes.

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Embracing disagreement is a valuable way of learning new ideas, tempering your own ideas into workable outcomes, and reaching solutions that everyone can benefit from.

Sometimes disagreement can lead to conflict, but it can also lead to discussion and learning. Remember that disagreement does not equal conflict.

Recognize that it is important to exercise an open mind. Ask a lot of questions. Try to understand why and how the person drew the conclusion that you disagree with. You might find he or she has experienced things you have not, and those experiences can shed light on your own beliefs.

To prevent the discussion from escalating into any kind of argument, communicate empathetically by stating observations, feelings, needs, and requests in that order.

Somewhere in there, be sure to thank the other person for expressing his or her opinion. Disagreement means that the person you are dealing with is bringing a different perspective into the mix and offering you a chance to broaden your horizons.

You can appreciate someone's viewpoint without agreeing with it. If the discussion drags on in a stalemate of sorts, it is probably better to move on and talk about something that you do agree on. Know when to agree to disagree.

Remember that you must confront the problem, not the person. Embrace the other person's point



of view and actively seek for a solution. Emphasize the reconciliation. It is not about winning or getting your demand met. It is about reconciling the relationship. If you have to express disagreement, do not become a passive person.

Change Your Future, Now!

This 642-page book is the result of a four-year project called Project Tomorrow. During the four-year period, we followed more than 500 trainees, aged from 16 to 72.

The trainees were from colleges and reinsertion programs in administration and computer science. Some of the trainees that were implicated were dropouts from school districts, and others were new immigrants or unemployed workers from different economic and social backgrounds.

To graduate, the trainee had to perform during a period of three months in a business environment. At the end of that time, an appreciation evaluation was performed to determine both the amount of change the trainee experienced during the period and the impact of that change on the trainee.

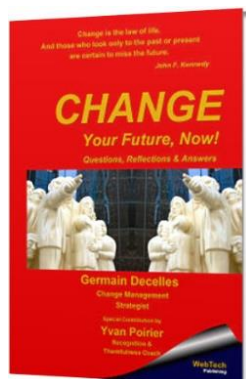
Many of the questions, reflections, and answers presented in this book are issued from our findings during this period. We would like to thank all the trainees for their efforts and determination during the process.

In a nutshell, to change your life for a better future, you will need to be completely open and transparent as you look inside yourself to answer the tough questions about what you think you need to do to succeed in life.

To help you to develop a clear and detailed program, for your personal growth and happiness in life you will need *Change Your Future, Now!*

The book through questions, quotes and reflections provides the necessary elements to explore your soul, to find out who you really are, what your true passions are and how you can become more efficient and effective, so you can shape your life.

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It is also the fruit of forty years of experience acquired with local and international organizations and companies and during consultancy, change management, transition, and marketing services. For more information go to: www.webtechpublishing.com.

About the Author

In addition to writing, Germain Decelles acts as Change Management Strategist. He has over 40 years of business and consultation experience with local and international markets, including sectors such as retail trade, distribution, information technology and communications, transportation, manufacturing, financial services, and government organizations.

Other publications: ISO Pour Tous – Le manuel d'information ISO – Le guide de préparation ISO – La gestion du changement en affaires – La gestion de projet d'affaires – Le changement POUR TOUS – Change your future, now! – Mon succès est votre succès – My Success Is your Success.



Information

Printing and Distribution: <http://www.lulu.com>

Available to Librarians through the Ingram Content Group: <https://www.ingramcontent.com>

- Paperback format: ISBN 978-0-9783667-7-3
- E-book format: ISBN 978-0-9783667-8-0

Press Contact



Germain Decelles, o.s.j.

WebTech Management and Publishing Incorporated

514-575-3427

gdecelles@webtechmanagement.com

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