MODULE OVERVIEW

Stuck on a decision: Understand the conflict inside you

Adaptive module | ~20 min

Nearly one adult in three says they feel overwhelmed by decisions. This module explains indecision through a mechanism people are rarely aware of: our aspects, the parts of us shaped by experience, which defend security, freedom, or recognition and clash at every crossroads—and the inner Judge, which condemns more than it clarifies. It shows how this inner tug-of-war is projected onto team debates about AI or remote work, and points the way back to being its master.

LEARNING OBJECTIVES

01 Understand where indecision comes from: aspects of yourself, shaped by experience, that clash over every major choice.

02 Identify your conflicting aspects with three questions: which ones are at war, what they defend, and which ones you are feeding.

03 Unmask the inner Judge, the voice that condemns without clarifying and sustains the conflict instead of resolving it.

04 Recognize your inner tug-of-war projected onto team debates, to contribute to Lencioni's productive conflict.

WHO IT'S FOR

Anyone who wants to decide clearly by making peace with their conflicting inner voices.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

A SAMPLE PRACTICE SCENARIO

Your manager offers you a major new client, in exchange for two clients you have been handling for eight years. For three days, you have been comparing the workload, the bonus, and your hours without managing to decide. Your answer is expected on Monday. How do you move forward?

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Inner conflict / aspects (master vs. hostage) – Afthonios method, close to the "internal parts" approach (IFS / Voice Dialogue)
- Productive conflict – Patrick Lencioni (The Five Dysfunctions of a Team)
- The Judge – Afthonios method

SOURCES & REFERENCES

- American Psychological Association – "Stress in America 2021" (Harris Poll, 3,035 adults): 32% of adults say they are sometimes so stressed that they struggle to make basic decisions
- CPP Global (now The Myers-Briggs Company) – "Workplace Conflict": 85% of employees worldwide experience conflict at work to some degree
- Patrick Lencioni – The Five Dysfunctions of a Team: fear of conflict is a major dysfunction, and productive conflict is a condition of team performance
- James Gross (1998) – emotion regulation processes

Module created by Afthonios.com.

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