

The “Dysfunction Junction” Conflict-Resolution Spread

“A”
Wants

“A”
Offers

A separate deck can be used for each chain so all cards are available to all participants.

“B”
Offers

“B”
Wants

“A”
Refuses

“B”
Refuses

1. Calculate the quintessence from all 12 cards in your usual way.
2. Compare the quint card to each of the “Wants.”
3. The “Want” the quint is most aligned with has the best chance of success, “for good or ill.”
4. If there is a virtual “tie,” re-do the spread just for the closest competitors.
5. Reversals can show issues with integrity or honesty in negotiating.

Resolution
(Quint)

“Wants” shows each party's demands.
“Offers” shows what each party will concede.
“Refuses” shows where each party balks.
“Quint” shows the arbitration of all inputs.
“Sub-quints” can be calculated for each chain and compared before the final calculation..

“C”
Refuses

“D”
Refuses

“C”
Offers

“D”
Offers

“C”
Wants

“D”
Wants

“Bad-card Wants” show unreasonable demands.
“Bad-card Offers” show bad-faith bargaining.
“Bad-card Refuses” show denial of the issues.
“Good-card Refuses” show fairness in dealing.
“Good” cards in “Wants” and “Resolution” show the fairest outcome scenario for all concerned.
“Bad” cards in “Wants” and “Resolution” show manipulative behavior or devious intentions.
All other combinations are mixed and neutral.