

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

Resolution
(Quint)

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.

“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.