

FOUR-WAY TEST

FOUR QUESTIONS – 24 WORDS

THE UNIQUE STEP-BY-STEP PROCESS

PROCESS TO ACHIEVE DESIRED OUTCOMES THAT ARE ETHICAL, FAIR AND BENEFICIAL TO ALL

IS IT THE **TRUTH**?

- Clarity
- Transparency
- Fact checking
- Ethical behaviour

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?

- Inclusion
- Empathy
- Acceptance
- Belonging
- Accountability

That we use empathy to 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**?

- Trust
- Do good
- Feel good
- Have fun

That the process is civil, and there is a feeling of respect and openness to ask the "dumb" question, they can lead to creative and innovative answers. Also, people prefer to work with people they like, respect and trust.

WILL IT BE **BENEFICIAL** TO ALL CONCERNED?

- What if scenarios
- Trade-offs
- Being creative and innovative
- Better decision making

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 improving with time.