The Four-Way Test is about empathy, trust and accountability.
1. Acknowledge and define the conflict (problem.)
   Why and What?
2. Identify the interested and affected parties.
   Who and How?
   Primary, Secondary and others.
3. Discuss and Agree on the Desired Outcomes.
4. Have an open mind and a curiosity for new ideas,
   novel applications and different points-of-view.

Keep in mind the words of Senator George Mitchell who helped to bring peace to Northern Ireland.

“The most difficult obstacle to overcome is the lack of trust. You can rebuild buildings, you can replace vehicles, you can put bridges back up, but the really important thing to change what is in peoples’ hearts and minds takes much longer. Hope and opportunity are essential to political stability and peace in every society. Whatever people’s differences, they want the same thing. They want to get their children off to a good start in life, they want to have a chance for a decent job, and so what is necessary in all of these conflict societies is to create a sense of hope, a vision, and a possibility of the future. Without that hope, without that opportunity, peace is in peril everywhere.”

WHAT IF...
Everyone Used The Rotary Four-Way Test To Address Conflicts, Solve Problems And Make Decisions to Achieve Desired Outcomes

Would everyone be more successful in reaching mutually beneficial, sustainable and scalable solutions? Peace is when people are able to resolve conflicts without violence, and are willing to work with each other for a just and better life.

Rotary – Where Difference Makers Come to Together To Work on Issues that Save and Change Lives.

A Step-by-Step Process for Mutually Beneficial and Sustainable Outcomes

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ROTARY FOUR-WAY TEST
Four Questions – 24 words

Platinum Rule (empathy) vs. Golden Rule

"Do unto others as you would have them do unto you."

The Golden Rule implies the basic assumption that other people would like to be treated the way that you would like to be treated. The alternative to the Golden Rule is the Platinum Rule:

"Treat others the way they want to be treated."

Conflict Transformation vs. Conflict Resolution

Conflict transformation is the process by which conflicts, such as ethnic conflict, are transformed into peaceful outcomes. It differs from conflict resolution and conflict management approaches in that it recognizes "that contemporary conflicts require more than the reframing of positions and the identification of win-win outcomes.

The very structure of parties and relationships may be embedded in a pattern of conflictual relationships that extend beyond the particular site of conflict. Conflict transformation is therefore a process of engaging with and transforming the relationships, interests, discourses and, if necessary, the very constitution of society that supports the continuation of violent conflict."

Hugh Miall (2004)
Conflict Transformation: A Multi-Dimensional Task

<table>
<thead>
<tr>
<th>Rotary Four-Way Test</th>
<th>Process to Achieve Desired Outcomes that are Ethical, Fair and Beneficial to All</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Unique Step-by-Step Process</td>
<td>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.</td>
</tr>
<tr>
<td>Is it the TRUTH? Clarity, Transparency Fact checking Ethical Behavior</td>
<td>Is it FAIR to all concerned? Inclusion, Empathy Acceptance, Belonging, Accountable</td>
</tr>
<tr>
<td>Will it build GOODWILL and BETTER FRIENDSHIPS? Trust Do Good. Feel Good. Have Fun.</td>
<td>That the process is civil, and there’s a feeling of respect and openness to ask the “dumb” question that can lead to creative and innovative answers. Also people preferred to work with people they like, respect and trust.</td>
</tr>
<tr>
<td>Will it be BENEFICIAL to all concerned? What-If scenarios, Trade-offs Being Creative and Innovative Better Decision-Making</td>
<td>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 improve with time.</td>
</tr>
</tbody>
</table>

Benefits for All Concerned

- Having relationships built on TRUST.
- Having confidence in the decision.
- Knowing this is an iterative process.
- Knowing everyone is doing their best in the right way.
- Having people say they are better off after using this conflict transformation process.
- Showing that Rotary has a unique conflict transformation process for fact finding, critical thinking, problem solving and decision making that can result in mutually satisfying solutions that are sustainable and scalable.
- Knowing that we … Do Good. Feel Good. Have Fun.