

Third Side Inventory (TSI)¹



What Third Side Role(s) are you Best Suited to Play?

¹ The TSI was developed by Joshua N. Weiss. If you have comments or suggestions on the tool please email them to Joshua at jweiss@law.harvard.edu

This indicator is designed to help prospective Third Siders determine where their natural tendencies are toward certain Third Side roles and where their skills sets lie that might best aid a Third Side effort. This is done, not to exclude someone from playing any particular role, but rather to help answer the question of “Which role is best and most comfortable for me to play?”

1. You are someone who shares resources and knowledge freely
Yes ___ No ___
2. When you see violence being espoused you suggest to others a different way to handle their problems
Yes ___ No ___
3. You are always on the lookout for trouble and when you see it take action or call the appropriate people
Yes ___ No ___
4. When a fight breaks out you are likely to take measures to calm the situation
Yes ___ No ___
5. In a conflict situation you try to establish ground rules on how you will disagree
Yes ___ No ___
6. When you see a situation beginning and escalating do you take some action to try to deescalate the problem
Yes ___ No ___
7. As part of your daily life do you generally find yourself looking around for early signs of problems
Yes ___ No ___
8. Do you enjoy helping people see new ways to perceive a problem
Yes ___ No ___
9. Do you often seek out and reach out to people who are different than you
Yes ___ No ___
10. Do you help bring people together from different communities that you think would be interested in getting to know each other or working with each other
Yes ___ No ___

11. When people are fearful do you try to help them feel more secure
Yes ___ No ___
12. In your daily life do you seek to empower others as a part of your modus operandi
Yes ___ No ___
13. When people are in a conflict do you show them how to work together on a problem
Yes ___ No ___
14. If someone from another group approaches you to enter into a dialogue that could be difficult for you do you engage
Yes ___ No ___
15. When two people are engaged in a conflict do you offer to get involved to help them think through the problem
Yes ___ No ___
16. Do you have a good sense of right and wrong and are not afraid to convey that to others
Yes ___ No ___
17. Do you encourage opening the line of communication and engaging in negotiation when people are in conflict but are not talking
Yes ___ No ___
18. Are you more likely to give someone an answer to their problem rather than helping them find it for themselves
Yes ___ No ___
19. Are you a natural listener
Yes ___ No ___
20. When you are involved in a conflict and the climate or atmosphere does not feel right do you try to improve it before getting on with the substantive issues
Yes ___ No ___
21. When you see destructive conflict happening do you try to persuade the parties to use other means
Yes ___ No ___
22. If you see a party that is clearly less powerful in a conflict do you help them or provide them with strategies for leveling the playing field

Yes ___ No ___

23. Have you ever partaken in a nonviolent action to address an injustice or in response to a conflict

Yes ___ No ___

24. Do you see the world in terms of rights and believe someone is usually right or wrong in a conflict

Yes ___ No ___

25. Are you the kind of person whom others come to for help in dealing with their problems

Yes ___ No ___

26. Do you think apologies are necessary, or at a minimum helpful, in enabling people to move past problems in their lives

Yes ___ No ___

27. If you see a potential weapon lying around when people are engaged in a destructive conflict do you remove it

Yes ___ No ___

28. In your neighborhood or community do you keep a close watch on what is going on

Yes ___ No ___

29. If you see a disagreement happening on the street in front of you are you likely to speak out and counsel the parties to settle their problems peaceably

Yes ___ No ___

30. If someone physically or verbally threatens you are you likely to take a defensive position and resist instead of attacking back

Yes ___ No ___



Only once you have finished should you go to next page for the answer key and to calculate your score.

TSI Answer Key

Answer Key:

If you answered yes to a certain question see what role corresponded to that answer below and add a mark next to the role on the chart provided on the next page. The two roles with the most checks next to them are the roles you have a tendency towards and you are best suited to play. So, for example if you answered yes to the first question the corresponding roles are provider and teacher. In the chart on the following page you would put one mark in the provider box and one in the teacher box.

Here is the answer key for all the questions:

<u>Question</u>	<u>Answer (Corresponding Roles if answered Yes)</u>
1.	provider, teacher
2.	provider, teacher, referee
3.	witness, peacekeeper
4.	peacekeeper, referee
5.	referee, mediator
6.	peacekeeper, witness
7.	witness
8.	provider, teacher, bridge-builder
9.	bridge-builder, healer
10.	bridge-builder, teacher
11.	provider, healer
12.	provider, healer, teacher
13.	teacher, bridge-builder
14.	bridge-builder, healer
15.	mediator
16.	arbiter
17.	bridge-builder, mediator, healer
18.	arbiter
19.	healer, provider
20.	referee, healer
21.	referee, peacekeeper, mediator
22.	equalizer, teacher
23.	equalizer
24.	arbiter
25.	mediator, arbiter, healer
26.	healer, provider
27.	referee, peacekeeper
28.	witness
29.	witness, referee, peacekeeper
30.	referee, teacher

Role	Place a Check in the box next to the role that corresponded with your answer
Provider	
Teacher	
Bridge-BUILDER	
Mediator	
Arbiter	
Equalizer	
Healer	
Witness	
Referee	
Peacekeeper	

Write the three roles here with the most check marks (the role with the most check marks first). These are the roles you have a greatest tendency towards:

1. _____
2. _____
3. _____