

Overview:

We've all been in situations that have produced misunderstandings. This lesson challenges you to consider how a mismatch between intent and impact can cause conflict and develop strategies for mitigating problems. You will first learn the differences between intent and impact and then find real-world examples where intent and impact did not match.

Activity Instructions:

1. Read the "[How Intent and Impact Differ and Why It Matters](#)" article from Healthline for pre-reading.
2. Be prepared to discuss the reading based on the following questions:
 - What is the difference between intent and impact? Why is it important to understand the difference?
 - What are some of the problems that can emerge if intent and impact don't match during an interaction?
 - What are some strategies you can use to remedy a difficult situation where intent and impact don't match?
3. Search on the Internet for real-world examples of cases where there's a clear difference between intent and impact (i.e., unintentional harm may have occurred). You might consider looking for examples on social media (such as through disagreements that have occurred on Twitter, Facebook, or Reddit) or in more traditional media like news or magazine sites.
4. Once you have found your example, write down your answers to the following questions:
 - What happened in this situation? Provide a brief summary.
 - How did the person/people who acted or spoke in a way that unintentionally caused harm react in this situation?
 - How did the person/people who felt the impact react in this situation?
 - What are the contextual factors such as cultural identities of those involved, the power dynamics of the situation, the histories between the parties, etc. that could have shaped the harm experienced?
 - What are the ways that both parties could have handled the situation differently to prevent the conflict?
5. Then, the facilitator will debrief the entire group using the following questions:
 - How did you feel as you were completing this activity?
 - Which scenarios resonated most with your own experiences?
 - What did you learn about intent vs impact?
 - How might you use what you learned in your own life?