

Opposition Profile & Morale Template

Module 3.10 - Know Your Opposition, Protect Your Team

Opposition Profile

Element	Your Analysis
Who (names, organizations, networks):	
Why (financial, ideological, identity, political):	
Strengths (resources, relationships, power):	
Vulnerabilities (contradictions, limits):	
Likely moves (when you gain traction):	
Shared ground (any genuine agreement?):	

Pivot Plan

Checkpoint	Trigger to Pivot	Pivot Option	How to Communicate
Day 30			
Day 60			
Day 75			

Team Morale Protocol

Element	Prompt	My Plan
Normalizing setbacks	What I'll say at the first meeting:	
Celebrating small wins	What counts as a win:	
Distributing the weight	How we support someone who takes a hit:	
Rest as infrastructure	Our sustainable pace:	
Internal conflict protocol	Our 48-hour rule:	

Productive vs. Destructive Conflict

Productive	Destructive
Focuses on strategy and tactics	Focuses on personalities
'I think we should try a different approach'	'You always mess things up'

Results in a better plan	Results in resentment
Both parties feel heard	One party feels silenced