

Resonance Decision Dialogue

A reflection system for making hidden ambivalences visible in coaching, therapy, supervision, and leadership

Executive Summary

Many people do not face difficult decisions because they lack information. They face them because several legitimate concerns are active at the same time. The Resonance Decision Dialogue was developed to make these often hidden fields of tension visible. It understands itself as a dialogical space for reflection that helps people perceive the inner structure of their decisions more consciously and shape them responsibly.

The basic problem of modern decision processes

People can understand their situation, recognize risks, name possible courses of action — and still change nothing. The real difficulty often lies in competing inner orientations. As long as these dynamics remain unconscious, decisions appear contradictory or incomprehensible. The Resonance Decision Dialogue therefore focuses not primarily on solutions, but on the structure of the decision field.

The central hypothesis

Behind many decision, leadership, and relationship conflicts, several legitimate perspectives are active at once. Each of these perspectives pursues a comprehensible concern. Problems arise where individual voices dominate and others become invisible. The quality of a decision therefore depends substantially on the quality of perception that precedes it.

A new view of ambivalence

Ambivalence is often understood as uncertainty or weakness. The Resonance Decision Dialogue regards it as an expression of complexity. Those who are ambivalent often experience several perspectives at once. The central question is not how a person can reach a decision as quickly as possible, but which legitimate concerns want to be heard.

Application in coaching

Coaching regularly moves in fields of high ambivalence. Career decisions, leadership questions, founding a company, or personal reorientation often contain several competing perspectives. The Resonance Decision Dialogue supports coaches in making these perspectives visible and thereby enabling deeper forms of self-clarification.

Application in therapy and counselling

Many clients have already analysed their difficulties extensively. Nevertheless, the same patterns often remain. Alongside symptoms and causes, the Resonance Decision Dialogue also examines the different inner orientations that are active at the same time. As a result, inner conflicts become more understandable and more accessible.

Application in supervision

Supervision moves in the tension between professional standards, personal values, institutional requirements, and team dynamics. The Resonance Decision Dialogue helps to make different perspectives visible side by side and to bring them into a productive relationship.

Application in leadership and organisations

Leadership means dealing with contradictory requirements. Innovation and stability, humanity and economic viability, speed and quality all need to be taken into account. The Resonance Decision Dialogue supports leaders in consciously perceiving these fields of tension and relating to them in a reflective way.

What makes the Resonance Decision Dialogue different

Many approaches seek the quick solution. The Resonance Decision Dialogue first examines the space in which solutions emerge. A central value of the RDD is the expansion of perception. That is why the approach is particularly suited to complex situations in which simple answers are not enough.

Benefits and outlook

In an increasingly complex world, diversity of perspective, the capacity for reflection, and a constructive way of dealing with ambivalence are gaining importance. The Resonance Decision Dialogue supports people in recognising the structures behind their questions and developing a more conscious access to their decisions. Its value lies in fostering clarity, responsibility, and inner orientation.

Ludwig Petzi, June 2026