Week 3 Individual Assignment

Conflict can be intimidating to the point that an individual can just shut down. This process can cause very low self-confidence and a poor communication barrier. I particularly have never been a fan of conflict just because it causes majority of times verbal, physical and emotional harm. Besides knowing the negative effects of conflict there are also positive aspects of this subject. According to my research conflict benefits in relationships, the workplace, and overall society.

My first research on conflict was about how this plays a role in the workplace. A website called, “Fast Company” goes into important detail on how it’s crucial to not avoid conflict in an organization. Liane Davey, who is the author of this web article talks about her personal experience with conflict while she is on the job. Her profession consisted of working with doctors and making sure everything ran smoothly, like a motivational assistant. One of the problems that Liane noticed was that while doctors would give a diagnosis, they hardly made eye contact and she felt that this display of action was not acceptable. So, clearly even doctors have a hard time facing conflict. Liane also speaks about conflict debt, which in her description means, “the sum of all contentious issues that people need to address before moving forward.” (par.7). She claims that doctors are in conflict debt, because when they are with a patient they smile and pretend that their day is running pretty well, when deep down they are probably going crazy. The meaning I got from Liane’s article was that avoiding conflict at work is just going to stir up trouble if an issue is not brought up for discussion. Talking about issues can make a work team stronger, especially when there are set expectations to follow.

The second research I conducted was information about conflict in relationships. Elizabeth Dorrance who has a Ph.D. in, “Conscious Communication.” She states that in order to inhabit healthy relationships it’s better to confront one another about issues and apologize for any wrong action that took place in a dispute. Elizabeth also views conflict as a need for change. Meaning, if both parties are willing to come to some sort of agreement then there is a chance for a breakthrough. Her studies also show that people who are interdependent of each other (dependent on each other) will no doubt experience conflict and it can be either rational or irrational. The key idea here that I’ve understood about Elizabeth’s web article is that it’s best to agree to disagree and to set a compromise when possible.

Lastly, as I analyzed another website that was structured by an author named, “Imeyen Ebong,” He expressed that conflict builds a culture of trust by sharing thoughts between individuals more openly, which then can lead to a better outcome on improving dysfunctional behavior. Basically, within society there should be a continuous development of strong communication channels and collaboration to achieve success.

Personally, my own three storming experiences involved my humanities class, stock team at work, and the marble experiment team that I worked with this month of November. To begin, my humanities instructor had us stand up and introduce ourselves to each other. After the introductions he split us up into teams and picked out a painting that was different for each group. At this point I didn’t really have much knowledge for art like everybody else did in my group so, that was kind of frustrating for me and my colleagues, because I couldn’t really contribute any ideas besides listening to each individual’s input. I guess my storming stage for this class was hectic at first, but then after listening to the thoughts of this painting, if finally clicked for me that this painting was based on Frida Khalo, I remembered because I watched her bibliography on Cinemax, which made me more confident to throw my ideas to her famous artwork.

United Supermarket is a great place to see and experience the storming stage. For most workers stocking is partially easy, but for others like myself had some difficulties with stocking and at the same time keeping boxes out of the way so that it’s not interfering with the customer’s shopping. So, there were plenty of times when I would get constructive criticism until I managed to create a plan that best fit ways of getting my job done more efficiently. For the most part it did work and my stock team wouldn’t get behind in their work, because of helping me since I was better at my section.

The recent marble activity had a positive storming stage if you will just based from my other experiences with other teams. I liked how there no negative arguments and the fact that we kept trying different tactics until we got it right. I would say that there really wasn’t’ pressure for power, other than just a well rounded collaboration between individual, which made us as a whole group successful.

# **Works Cited**

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