

Conflict Resolution and Conflict Transformation: A Brief Comparison of Perspective

	<u>Conflict Resolution Perspective</u>	<u>Conflict transformation Perspective</u>
The key question	How do we end something not desired?	How do we end something not desired <u>and</u> build something desired?
The focus	Content-centered	Relationship-centered
The purpose	To achieve an agreement and solution to the presenting problem creating the crisis	To promote constructive change processes, inclusive of, but not limited to, immediate solutions
The development of the process	It is embedded and built around the immediacy of the relationship where the symptoms of disruptions appear	It envisions the presenting problem as an opportunity for response to symptoms <u>and</u> engagement of systems within which relationships are embedded
Time frame	Short-term relief to pain, anxiety and difficulties	The horizon for change is mid-to long-range and is intentionally crisis-responsive rather than crisis-driven
View of conflict	Envisions the need to de-escalate conflict processes	It envisions conflict as an ecology that is relationally dynamic with ebb (conflict de-escalation to pursue constructive change) and flow (conflict escalation to pursue constructive change)