1. Conflict is a form of friction, disagreement, or discord arising within a group when beliefs or actions of one or more members are resisted by or unacceptable to one or more other members.

(November 4, 2014). Conflict (process). Retrieved from: <http://en.wikipedia.org/wiki/Conflict_%28process%29>

There are two main types of conflict: External and Internal Conflict. External conflict has three subtypes: Man vs. Man, Man vs. Nature, and Man vs. Society. Internal conflict has one: Man vs. Self.

The Types of Conflict. Retrieved from: <http://www.youtube.com/watch?v=rg_10OfdEss>

For groups, the conflicts are Man vs. Man, Man vs. Society, and Man vs. Self.

2. Conflict management is the methods and processes involved in facilitating the peaceful ending of the original problem.

(October 27, 2014). Conflict resolution. Retrieved from: http://en.wikipedia.org/wiki/Conflict\_resolution

3. The articles I’ve found all state conflict is what you make of it. When people want to see the good in conflict and people and are open-minded, then they are able to hear other’s ideas, or listen and respond to ideas they don’t agree with (6 Ways to Make Conflict Productive). When they are not open-minded, they and cause conflict to create dysfunction. This is caused by them thinking they are right, or not responding to others’ ideas while wanting to state their own ideas (Stimson, No Date).

From my own experience, people not being open-minded can definitely cause conflict. I tried starting a band during high school, but none of us were willing to accept the others ideas. We argued and couldn’t come together. We ended with quite personal attacks on each other, and we haven’t really spoken in the past 6 years. Personally, I still hate them for what they said to me.

(2014). 6 Ways to Make Conflict Productive. Retrieved from: <http://www.ccl.org/Leadership/podcast/transcript6ways.aspx>

Stimson, T. (2011). Retrieved from: <http://www.consultcli.com/conflicttension.htm>

4. For most people, I believe these are accurate. When you boil ‘fears’ down to their basic cause, I think the ones Ursiny named are very much the top 10. As for myself, I come from a family that doesn’t really care what others think of us. The internet has a description for people like us: “they just want to watch the world burn”. While it sounds terrible, it doesn’t have to be. That statement can be summed up in one word: selfish. People like us don’t really do things for others. We have a tight group of friends and family within which we can be ourselves and not hurt anyone. We are expressive, and speak our minds. Outside the group, we don’t know many people as our comments are seen as hurtful and spiteful rather than the honest commentary that they are. I have come to grips with this, and try to minimize my contact with people who do not understand this about me. I am very comfortable with myself and do not have a problem expressing who I am as I honestly don’t care what others think.

5. Groupthink is when a group wants to be harmonious and actions arising from that cause irrational or dysfunctional decision-making.

(November 10, 2014). Groupthink. Retrieved from: <http://en.wikipedia.org/wiki/Groupthink>

I haven’t had a personal experience with groupthink as I am a very rational person, and don’t care for conformity. I have, though, seen groupthink in action. Very specifically, it was at a teambuilding event in summer camp a few years back. I was an instructor, and presented the rules of the activity to the team. They were kids in their early teens. Each was obsessed with the others liking them, and would not present alternative or opposing ideas to solve the puzzle. This go to the point where the most communicative team who fielded ideas and didn’t feel bad about shooting others’ ideas down solved a puzzle in under a minute, while the groupthink-team took 15 minutes, at which point we didn’t have time to continue and they never solved the puzzle. This is because they focused on one idea, and stuck with it. Obviously, that idea was very wrong.

6. My results for the quizlet are: 11 in withdrawal, 32 in forcing, 10 in smoothing, 31 in compromise, 27 in confrontation. I’d say those results are decent, but I’m surprised I scored so high in smoothing. My predominant approach to conflict is analyzing rationally, and then solving the problem. There aren’t many real-world examples I could use that don’t apply to that model. An example of my approach would be when I talked to my friend last month and didn’t say anything when she talked about her weight. She was upset that I didn’t tell her that she was skinny. I analyzed the conversation, and realized she had posed a question without directly asking me a question. To solve the problem, I told her she was about as skinny as a twig(which, at 5 feet 11 inches and 90 lbs is quite an accurate description). She seemed to like it, and stopped being upset with me.

As for the quizlet: I think it’s a little dumb. The number scale was a range of “how often do you do this”, while the questions seemed to be similar to Confucius sayings, not actual things I would, or even can, do. An Example: “Might overcomes right”. How often do I do that? I couldn’t say, there’s isn’t a thing for me to do in that statement, it’s just a statement.

7. I have most certainly had to work with people who are “difficult”. In my area of study, we have a different word for those people, but I’ll refrain from using it. What makes this specific person difficult is that she isn’t like me in that I am very honest and blunt. She is condescending and mean. She insults people rather than calling them out on a mistake. She would rather call someone an idiot than point out the mistake and ask them to redo it. The easiest way to deal with her, at least for me, was to pay it back. We worked in a team, and while she was calling someone else out on a mistake that wasn’t actually a mistake, I called her out on hers, and used some negative language. In her mind, that was respect-worthy, and I was never again on the receiving end of such a conversation. In fact, we ended up dating for a few months, but that didn’t really work out because I could never let her be around my friends or family without them hating her within a few minutes.