

Conflict Management

A conflict is when two or more values, perspectives, and opinions are contradictory in nature and haven't been aligned or agreed about yet. these may be within yourself or between you and other people around you. It is a result of a situation wherein the needs or ideas of one person are at odds or in opposition to the needs or ideas of another. It is an expressed struggle between at least two interdependent parties who perceive different goals, and have incompatible mindsets.

When your values and perspectives are threatened, or you feel like you are not living according to your own values and ethics, internal conflicts can rise within you.

Conflict is not always a negative thing, and if handled with patience and the right outlook, it can be an essential tool to solve many emerging problems before they begin. It helps raise and address problems, it helps people be "real" and helps people to learn how to recognize and benefit from their differences.

There are different styles of managing conflicts. You could withdraw and remove yourself from the situation, thereby avoiding it, Accommodate and give in to end the conflict, or force your thought pattern onto others. Some people will compromise, while others will find a collaborative solution.

No matter how bad the conflict is between people, they can be solved using some general methods. Small changes in our presentation style of our ideas can make a huge impact. You should paraphrase your understanding and ask questions to clarify. Seek common ground by find the aspects to complaint, and ask the person to suggest alternatives.

Conflicts in Groups are often the reasons for a group's inefficiency. Groups can argue over competing goals, and at many times the group members won't even know that there is a conflict. A good climate must be provided, therefore, to the groups, so that there is no judging, evaluation, intent to control or the use of hidden agendas. Some members of the group might feel inferior to others trying to exercise superiority, which discourages fair portrayal of one's ideas.

Understanding other person's thoughts, encouraging equality, and expressing a willingness to listen to the ideas of others are ways to resolve these conflicts.

A core conflict is one that happens within yourself. It's often in the trying that we find solace, not in getting the best solution. Naming the conflict, identifying the issue, writing down your thoughts, and or talking to someone is a good way to resolve internal conflicts. It is a form of deep intrapersonal conflict. You are fighting within yourself, rather than with yourself. It could vary from something as simple as "whether or not to buy these shoes" to complicated internal psychological conflicts regarding your ethics and behavior.

Conflicts can be divided into Constructive and destructive. Constructive conflicts are an important classification. It is when 2 people argue over something, and a good optimal solution is obtained at the end of the conflict, which will end up helping both the parties in conflict. They have argued and pointed out the flaws in each other's argument, resulting in a solution that both will be happy about. Destructive conflicts on the other hand are ones that will result in destruction regardless of what person ends up winning or prevailing. Wars, battles, petty arguments, turf wars etc. are good examples where no single party comes out truly happy.

-Krishnaraj PT
109054, I3, FYB. Tech