

M2D1: Fight or Flight

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COM115: Interpersonal Communication

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Abstract

Overview

We all deal with conflict differently. Some of us avoid an argument, while others escalate it. Perhaps you are willing to compromise, or maybe you would rather compete. As we saw in the movie clip, having different conflict resolution styles can make it very hard to reach an agreement. Even if you never change your conflict resolution method, being able to identify its strengths and weaknesses will help you become a better communicator.

You should spend approximately 4 hours on this assignment.

M2D1: Fight or Flight**Initial Post****Instructions**

1. Be sure you have completed your readings and explored all the materials, including videos, in the Exploration page accessible within the “Read/View” topic of Module 2 Content.
2. In the video appearing within the topic titled, “Gender and Conflict” we saw that Brooke and Gary had two very different ways of dealing with conflict, which caused a small disagreement to escalate into a huge argument.
3. Click on the “CR Kit” Word Document link appearing on the fourth topic titled “Improving Your Skills” which is listed within “Exploration of He Said! She Said” under “Read/Review”. Next, review the self-assessment content to determine your personal conflict resolution method (style).
 - **NOTE:** There is NOT an assessment for you to complete. Again, REVIEW the self-assessment CONTENT to determine your personal conflict resolution method (style). If you find yourself equally split between two or more methods, then choose the one you feel is most important to you.
4. Conduct research of the conflict resolution method (style) you selected. For example what are the pros and cons of the conflict resolution method (style) based on your research?

My Conflict Resolution Method: Empathy. The conflict resolution method I tend to lean towards the most would have to be that of empathy. Empathy goes a *long* way when resolving conflict. Many times throughout the duration of an argument, one party may not be feeling *heard*. The main theme in empathy is a high degree of being able to understand the other party's feelings, and allowing them to feel heard (**wied_empathy_2007**). Empathy is not only a pleasurable experience for the speaker due to a feeling of understanding, but also for the listener as it can allow them to see the conflict from another point of view, leading to a quicker conflict resolution timeline (**wied_empathy_2007**).

The Pitfalls of Empathy. While empathy does tend to be a safe route to take in terms of conflict resolution, there are a few negatives to having a high degree of empathy. "Empaths" (Those with a high degree of empathy) can be overwhelmed in situations of intense emotion and even actually *feel* the other person's pain (**schiman_when_2001**). Sometimes, this could be interpreted by the other individual as a way for the listener to "make a situation about them", rather than associating physical empathy with sympathy. Furthermore, those with a higher level of empathy tend to also have higher instances of symptoms of depression (**schiman_when_2001**). Finally, empathy is a hard metric for one to measure, as there are a multitude of systems designed for the academic reporting of empathy in academic studies (**zaki_neuroscience_2012**).