

M2D1: Fight or Flight

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COM115: Interpersonal Communication

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November 14, 2020 23:59:59 MDT

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 et al., [2007](#), pp. 48). 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 et al., [2007](#), pp. 49).

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 (Schieman & Turner, [2001](#), pp. 376). 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 (Schieman & Turner, [2001](#), pp. 376). 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 & Ochsner, [2012](#), pp. 675).

Responses

Response 1

Humans have many forms of emotion in them and nothing can turn on why humans are so emotional, especially women. It is evident from research that women are more emotional than men who use logic more than their emotions. New research by McDuff, Kodra, Kaliouby, & LaFrance suggests they are. And they aren't. Women do smile more than men, and there is evidence that women exaggerate facial expressions for positive emotion. However, McDuff and colleagues believe that smiling and other displays of positive emotion are only part of the picture. Emotions can be negative as well as positive, and within each valence there are a range of distinct emotional states, including fear, disgust, anger, joy, satisfaction, and gratitude.

It can be seen from what happened in the video of Brooke and Gary in the middle of an argument that from small to large. Sometimes when fighting with someone we already know closely, we often bring up problems that we shouldn't have in any relationship it is not good to bury feelings and burdens in oneself. From the dialogue in the video, Brooke often comments on Gary because of his behavior at home, from his habits to Gary's physique. Indirectly, Brooke only conveyed his feelings that he did not want to keep because she could burden the life of this couple, but from Gary's view, he saw that Brooke did not give him space to rest from work, even though he worked so that he could support their household, but what that Brooke said when he got home was just babbling and complaining.

In the CRKit the solution to this problem is not escape but number 6, namely managing emotions. In a better relationship there are students who give in, there's no need to raise problems. Judging from what Brooke said there was a time when Gary took her to a place she didn't like, but because there was Gary she still went. Only because Gary didn't like ballet he decided not to go with Brooke's whim which was wrong. Expressing opinions and expressions is never wrong, what

responders need is their openness to comments and suggestions that others have given to them. Sometimes the fault comes from the person providing comments and suggestions, they use emotion and pressure in speaking to stir up the other person's emotions.

This is a response to Marcella Ferchette on Post ID 43333650. Great post, Marcella! I especially enjoyed your analysis in your second paragraph where you discussed the nasty things people tend to say when fighting with those close to us. During the argument between Gary and Brooke, we definitely did not see any focus on one specific issue one person may have had with the other. Instead, we see them attempt to *tear each other apart* on a *person* and *character*-based level. This video was incredibly painful to watch and hit far too close to home, I am sure, for a lot of us!

Response 2

My favorite form of conflict resolution is collaboration. It is rarely used systematically in society itself, but it is incredible in the workplace. In collaboration we build relationships with other people and utilize the strengths and weaknesses of one another. The team uses partners from outside the collaboration such as industry partners to make a powerful decision the team can have all individual inputs.

Collaboration can be effective because the return on investment in time can be maximized. In a good collaboration there is a massive amount of research and discussion completed. There should not be a lot of voting because that will limit the decision making.

In the current situation with COVID-19 where colleagues and team members are in completely different physical locations at an unprecedented level, it is even more essential to build collaborative skills to solve conflict.

This is a response to Cherylee Parker on Post ID 43279232. Interesting analysis, Cherylee! I agree with you on the fact that collaboration is important in a workplace environment. Have you ever been a part of a workplace environment where collaboration is difficult, if not impossible, with your fellow coworkers (or, usually, management)? I know I personally have, and perhaps that is why I find work to be an even more difficult place to maintain solid foundations of conflict resolution when you just *know* you are the one in the right. Have you any tips/tricks/techniques to get around this in your own experience?

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