




# TYPES OF CONFLICT

THE RED ELEPHANT FOUNDATION





# some points to note, first


- conflict is universal
  - conflict is multi-dimensional
  - most conflicts can be resolved through communication
  - conflict, if not resolved, can be disruptive
  - conflict can be positive or negative
  - conflict can happen at all levels
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# what are the types of conflict?


largely, there are four types of conflict:

- intrapersonal conflict
- interpersonal conflict
- intragroup conflict
- intergroup conflict



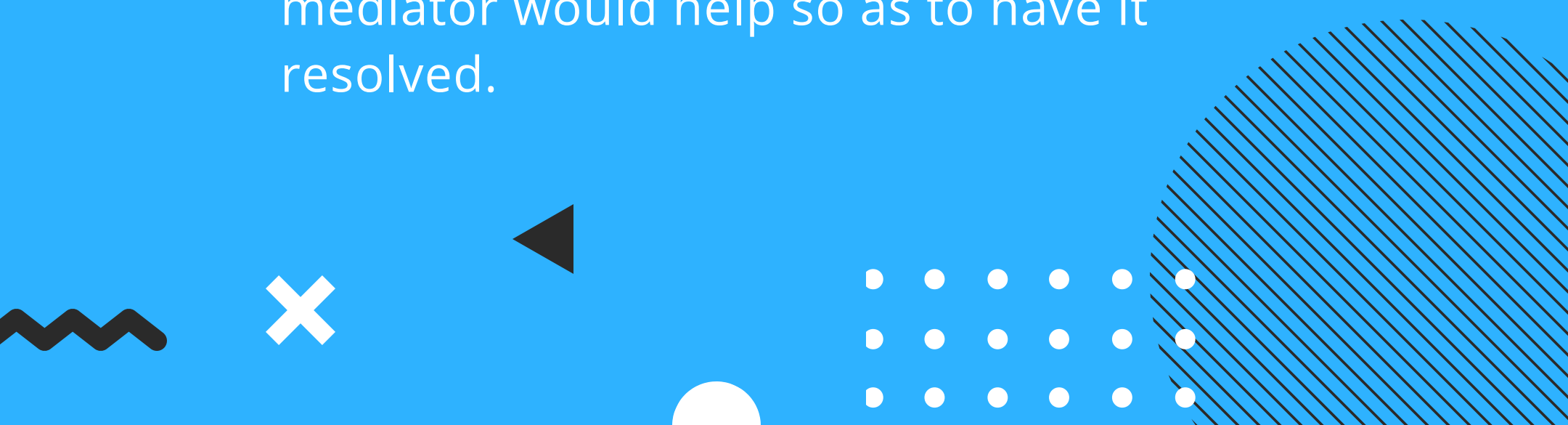


# intrapersonal conflict

- Conflict that occurs within an individual.
  - Internal conflict
  - More of a psychological inquiry
  - Generally involves the individual's thoughts, values, principles and emotions.
  - Can come in a variety of scales such as small decisions to major decisions
  - If it is significant and unchecked or unsupported, it can lead to restlessness and uneasiness, or can even cause depression.
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# interpersonal conflict

- Conflict between two individuals.
  - Occurs due to differences of opinion.
  - May occur due to miscommunication and lack of clarity.
  - A natural and normal occurrence
  - It can help personal growth and developing your relationships with others.
  - Adjustments are necessary to manage it.
  - When it gets too destructive, calling in a mediator would help so as to have it resolved.
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# intragroup conflict

- Happens among individuals within a team.
  - Misunderstandings within a group cause it.
  - Arises from disagreements or differences in views and ideas.
  - Can be helpful in coming up with decisions to reach objectives as a team.
  - It may need assistance from outside to settle and bring to an end.
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# intergroup conflict

- Takes place when a misunderstanding arises among different teams within an organization.
  - Due to the varied sets of goals and interests of these different groups.
  - Competition also contributes for intergroup conflict to arise.
  - Rivalry in resources or the boundaries set by a group to others may result in this.
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