Reflection Week 8 - Conflict

Name: Garrett Stanger

Total Points: 100

I answered 4 cognitive questions and 2 behavior questions totaling 100 points.

**Cognitive –**

**Why is this week's topic important for teamwork? (20 points)**

I think that conflict is inevitable whenever you are working or living with someone. There are also a couple of different ways that people handle that conflict. After learning about this week’s material, I think I have seen each of the ways, at least somewhat of how people show this conflict. Each one is obviously pretty detrimental to a team, but my least favorite is the defensive approach. I hate working with people with the mindset of how it is never their fault. Honestly if they could not resolve that problem after we approached them about it, we would let them go.

**How does your experience relate to other experiences you have had? (20 points)**

I have also worked pretty closely with a stonewalling conflict manager. He was a lead at the same time as I was and in meetings when things would not go his way, he would shut down and then just answer each question or piece of feedback with, “oh yeah whatever works” or “we can figure it out later”. This made me angry but when you shut people out like that, they are going to then shut you out and you will be left out of important discussions.

**How do plan on contributing to the team, besides completing your tasks? (20 points)**

After looking at the different kinds of ways that people unhealthily resolve conflict, I think that I find myself in the more condescending one. I think that I can best overcome this with trying harder to be kinder and more respectful in my communication. I tried to work on this a bunch at my last job. I would thank the new guys for going to do a task and when they came back from that I would thank them for their work (even though it was literally their job). That last statement definitely shows my weakness for conflict resolution.

**If this was a religion class, how would you relate this week’s topic to the gospel? (20 points)**

Conflict is a difficult topic for some people in the gospel. There aren’t any conflicts within the gospel, but the conflicts always arise between the people who are trying to live the gospel. I think that this always arises not because of how people are living the gospel, but when they start to compare or judge others. When we focus on just improving ourselves, its harder for us to find conflict in others. That however will not stop others in finding conflict in us.

**Behavior -**

**What is the most significant take-a-way you have gained from your study this week? (10 points)**

I think I have a lot to work on with conflict management. I can usually be the one instigating the conflict in situations where it can be avoided. I can also be pretty cold in relationships because I am not thinking about others enough and say hurtful things.

**What would you do differently next week? (10 points)**

I think I will try to be a little less passive aggressive towards my roommates and try to approach them kinder about the dishes that they have left in the sink for 8 weeks now. I also think that I need to learn that not everyone will want to resolve the same conflicts that you do because they will see it a different way. Conflict resolution goes two ways, you can’t pull a United States military and force a resolution the way the military wants without tons of problems.