The most important outcome of conflict is that important relationships stay intact and that the peace between us can last

If I could change anything I would be less fearful & avoidant of conflict, less accommodating for the sake of peace, and more willing to start an interest-based conflict where both sides can win

My greatest strength when dealing with conflict is being open minded and not entrenched in my positions, and that I value peace

My typical response to conflict is to avoid it altogether or to be accommodating until I absolutely have to confront someone

Conflict to me is a dispute between people who are disagreeing over their clashing interests.

GNED1118 Asynchronous Activity

UNDERSTA

NDING CONFLICT

HANDOUT

Confl ict—How Do You See It?

1.

How do you defi ne confl ict?

2.

What is your typical response to confl ict?

3.

What is your greatest strength when dealing with confl ict?

4.

If you could change one thing about the way you handle confl ict,

what would it be? Why?

5.

What is the most important outcome

(

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of conflict?

I avoid them too and then we stop talking and the relationship usually ends. It’s usually pretty baffling when I am in conflict because I have been conditioned so hard to maintain peace and harmony at all costs.

I’m afraid that my needs and interests are too much to ask someone to accommodate, that I will be misunderstood, and that it will lead to a fight or cold shoulder, and that I will ruin each other’s peace by “rocking the boat” when I could try and adjust my own needs and point of view for the sake of harmony. It Is often easier to stay quiet and live with the consequences of that than to start / continue / end a whole conflict over something that wouldn’t be a problem if I just didn’t acknowledge how I feel. Especially when it’s not clear whether the person will be open to a win-win or if they will just get offended, defensive, and positional. **Avoidance is a form of emotional risk mitigation, and I am very emotionally-risk-averse when I value a relationship.**

Too much conflict can turn a relationship into a constant power struggle, or kill the simple joy and magic of getting to know someone, when every action gets picked apart as a meta-commentary on the conflict. Over analyzing everything looking for conflict, even if it’s supposedly healthy conflict, loses sight of the goal of maintaining a good relationship with the person.

I have seen healthy conflict generate more respect and a deeper peace between both people. It makes the relationship stronger when we can work through our issues, because it proves that we actively value the relationship more than we value our personal position on a given topic.

adapted from

THE BIG BOOK OF CONFLICT-RE

SOLUTION G

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HANDOUT

6.

In what ways have you seen your

relationship

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benefit from conflict?

7.

How can conflict be detrimental to a

relationship

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8.

What do you do when someone avoids confl ict with you?

9.

What are some reasons you choose to avoid confl ict?