

# CONFLICT RESOLUTION

## MEDIATOR VIEW

This exercise will allow you to take a step back and analyze the current situation before it becomes an emotional *tug-of-war* with the other person. The intention is to allow you the opportunity to write out the first stage of the conflict. By doing this, you can see the dispute from your adversary's point of view and compare that with your own. In effect, this exercise allows you to view the conflict through the eyes of a mediator as opposed to your view as a participant. This view allows you to see the conflict from all sides, without the emotion attached.

Describe the current conflict:

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Who is this conflict with?

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What is your preferred resolution?

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What is your motivation for this resolution?

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What are the facts that support your version of the resolution?

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How would your solution harm the other party?

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What is the resolution the other party is proposing?

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What do you believe their motivation is for their resolution?

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What do you imagine is the story, that supports their resolution?

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How would the other party's resolution harm you?

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