

UNDERSTANDING CONFLICT

DETERMINE WHAT YOU REALLY WANT TO ACHIEVE

Are you trying to win the battle or is the long term relationship more important? Often small conflicts erode trust and respect within a relationship, so it is imperative that you take a look at conflicts with a broader view. Conflicts do not have to fall into *fight or flight* syndromes and often there is a better way and a better solution. This exercise allows you to think long term to determine what it is you really want. To win at all costs, or to build on your relationship and come up with a plan that creates the best short term resolution with an eye on the long term relationship.

Issue:

Person/People:

Now, list what it is that you want to have happen and provide your justification for that solution:

Write down anything you can about the other person that you believe is their motivation for not giving you what you want to have happen.

Write down your opinion of this other person or people (strengths or weaknesses):

Write down what you believe the others opinion is of you (strengths or weaknesses):

What would you like for the other person?

What kind of relationship are you interested in with this person or group in the future?
