Resolution 10

Unity

“I resolve to practice the art and science of conflict resolution.”

There needs to be a learned systematic, constructive process of dealing with conflict, so it does not become toxic and begin to poison everything.

There are two ways a great majority of people deal with conflict.

Silence or Violence

1. Silent- Some choose to avoid issues at all cost rather than confront it and instead of addressing it properly they silently nurse the hurt or pain or issue and then bitterness and resentment builds up.

I heard it said that holding on to resentment and bitterness towards another is like drinking poison and expecting someone else to die.

1. Silent Denial- To fool/deceive ourselves into thinking that the issue really isn't and issue at all. We may think that conflict was all the other person’s fault so we wait silently until the other person makes it right.

But there is a problem with that ….

1. Silent Justification-coming to your own argument internally and silently convincing yourself you were completely in the right and then in conclusion say, “ I am not reapproaching the relationship until the other party acknowledges I was in the right.” And can have that will to be right even to the point the relationship is severed.

Handling it in this manner correctly means we would have to reevaluate ourselves and our actions as apart of the problem and of course this is not easy to do

1. Violence- When I say violence, I don’t want to put it in the box of only physical violence. Violence can come in many shapes and sizes.

Violence includes- accusing, shouting, passive aggressive ways of communicating, physical interactions, attacking persons character. YOU statements

You are stupid, you are dumb, you never, you always, you aren’t …..

And the many people that use violence as a way of conflict resolution basically are simply trying to overpower others into submission, but submission is very different than resolution.

Resolution is about both parties winning, both parties feeling great at the end of the attempts to resolve a matter!

5 Steps to Conflict Resolution

Matthew 18:15

Moreover if thy brother shall trespass against thee, go and tell him his fault between thee and him alone: if he shall hear thee, thou hast gained thy brother.

Step One: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ the Relationship

Step Two: Seek \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to Understand

* Don’t take their words personally
* Don’t React
* After they are finished-Repeat what you believe what they were trying to communicate
* Ask clarifying questions...really understand them before you make your move

Step Three: Seek to be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The Don’ts

* Don’t try to judge and decide THEIR MOTIVES OR SINCERITY
* Don’t put words in the other persons mouth
* Don’t discredit what the other person saying or say they are lying.

Step Four: Own \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ in the Resolution by Apologizing

Try to find where actions and misunderstandings caused the conflict and apologize truthfully for those areas. Make it genuine and not forced fed

1. Seek \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_