

Conflict

Handling our
arguments in an
agreeable fashion



Conflict is Inevitable

- Mature individuals accept the inevitability of conflict; they do *not* accept that the conflict must inevitably be harmful.
- The *presence* of conflict is less important in influencing relationship happiness than the way in which the conflict is *handled*.

Benefits of Conflict

- Do not let the sun go down on your wrath.
- Identification of the problem
- Increased *mutual* understanding
- Renewed *appreciation* of the relationship

Negative Aspects of Conflict

- Conflict is beneficial **only** if it is approached in *productive* ways.
- Conflict is dysfunctional when it *fails* to generate constructive changes in subsequent interaction.

Reasons for Conflict

- Closeness
- *Basic* differences
- “I’ll change them!”
- *Power struggles*
- *Petty* irritations
- Different *role* expectations

Ways We Deal with Conflict

- Avoidance
 - Will inevitably lead to frustration & resentment.
- Focus on the *fight*:
 - You may win the conflict and hurt the relationship.
- Focus on the *issue*

Barriers to Dealing with Conflict Successfully

- Refusal to *acknowledge* the problem
- Avoiding *responsibility*: James 5:16
- *Attacking* the person: I Peter 3:8-12
- Collusion
- Lack of *communication*
- *Fatigue/Illness*
- Be angry, and sin not.

Principles for Dealing with Conflict

- Brethren, if a man is overtaken in any trespass, you who *are* spiritual restore such a one in a spirit of gentleness, considering yourself lest you also be tempted. (*Galatians 6:1, NKJV*)
- Moreover if your brother sins against you, go and tell him his fault between you and him alone. If he hears you, you have gained your brother. (*Matthew 18:15, NKJV*)

Principles for Dealing with Conflict

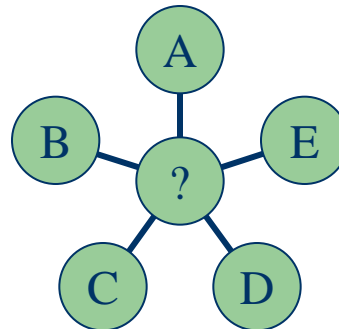
- Be *specific* when you introduce a complaint
- With your concern, share a *possible solution*
- Restate *major point* as you go along
- Consider *both* sets of feelings involved
- Consider *compromise*
- Deal with *one* issue at a time
- Never assume that you know what the other person is *thinking or feeling* until they tell you

Principles for Dealing with Conflict

- Attack the *issue*, not each other
- “I’ll bet you weren’t like this with...”
- *Think* before you speak
- Show *love* and *respect*, even before you agree
- How would you look on video?
- Be *patient*
- Never *one* winner
- Avoid using *absolutes*

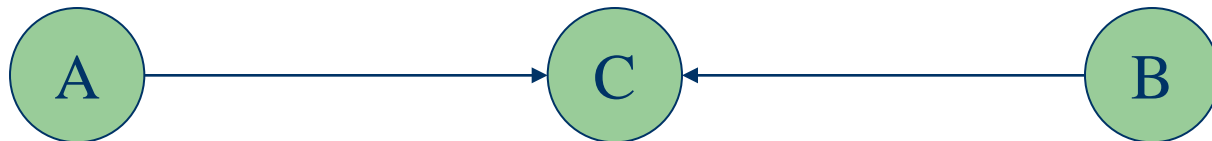
Conflict Solutions

- *Consensus* : Both work to find and accept an agreeable solution.



Conflict Solutions

- *Compromise* : Middle ground is found and accepted.



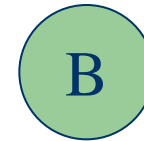
Conflict Solutions

- *Concession* : One person gives in.



Conflict Solutions

- *Accommodation* : Agree to disagree.



Exploring Alternatives

- Understand the *problem*
 - Get them *alone*
 - Explain the problem as *you* see it
 - When issue, I feel emotion, because reason.
 - *Blame* yourself
 - Ask them to explain the problem as *they* see it
- *Brainstorm* ideas to solve the problem
 - Both make suggestions
 - “What would happen if...”

Exploring Alternatives

- *Discuss* the ideas
 - Look at all possible pros & cons
- Choose an idea that you *both* can accept
 - You explain it to them
 - They explain it to you
- *Use* the idea
 - Set a time for re-evaluation
- *Re-evaluate* the plan & make necessary adjustments

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