

Wellness 1- Gunderson

# UNDERSTANDING CONFLICT

# What is Conflict~

- Conflicts occur when different people have different priorities, values, and needs. Conflicts also occur when people or groups have misunderstandings.
- Conflicts that last a while often escalate.
- \*Minor conflicts become major problems
- Causes of Conflicts Include:
  - \*Negative effect on a person's; psychological, emotional well-being. & physical health.
  - \*Cause stress....chronic = serious problems.

# Why people worry?

- ⦿ They think conflict could potentially destroy a relationship.
- ⦿ Reality: Could strengthen through working through conflict.

\*\*\*When people decide to work through conflict it shows commitment to the relationship.

# Strategies for Resolving Conflict...

- Embrace differences
- Keep Calm: \*some conflicts are easier to resolve after time has passed.
  - If you feel too angry or upset, simply WALK AWAY.
- Share Your Feelings: Gives new perspective.
- Listen
- **Compromise; each person give a little.**
- Be **Assertive; you speak honestly about and act appropriately on your needs, feelings and goals.**
- Use “I” Statements \*\*\*Avoid being **aggressive; speak/act in a demanding & insulting way.**

# What if that doesn't work?

- ◎ Seek outside help
  - **Mediation** (3<sup>rd</sup> party/un bias & neutral)
  - **Mediator** (person who helps resolve conflict)
- ◎ Both parties share separately, then, mediator brings both parties together to discuss views and tries to help them reach an agreement.

# Exit Slip Review Questions~

- ① Why can ignoring a conflict actually make the conflict worse?
- ① Compare effective and ineffective compromises.