**Conflict and Avoidance -** how spirituality enables conscious choices and outcomes

Margo Rose May 19, 2017

### **Introduction**

# Agenda • Introduction • Conflict: dimensions, stages and escalations • Spirituality: informs my response to conflict • Practical tools: framing the situation, establish structure

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"Conflict is a predictable social phenomenon and it should be channeled to useful purposes. The goal of organizational leadership is not to eliminate conflict, but to use it."

(Lippett, Lippett and Lafferty)

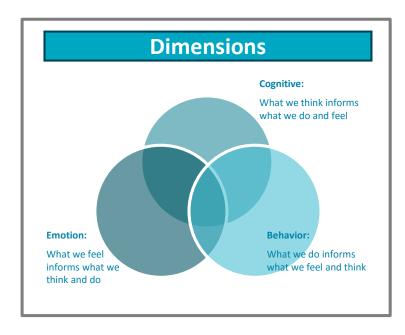
### **Conflict**

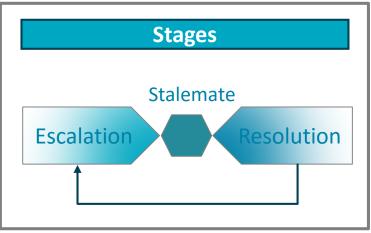
 A situation in which a person believes his or her needs have been denied.

### **Spirituality**

 The ongoing transformation of an individual in engaged and responsible relationship with oneself, the other, the world and the Unconditional (God).

## Conflict: dimensions, stages and escalations





### **Escalations**

- 1. Light --> Heavy
- 2. Small --> Large
- 3. Specific --> General
- 4. Doing well -> Winning -> Harming others
- 5. Few -> Many

AND !! It's almost never about 'the thing' we are arguing about.

# **Spirituality: informs my response to conflict**

Legitimacy

Accepting these statements as true:

I exist. You exist.

I have needs. You have needs.

**Internal / External** 

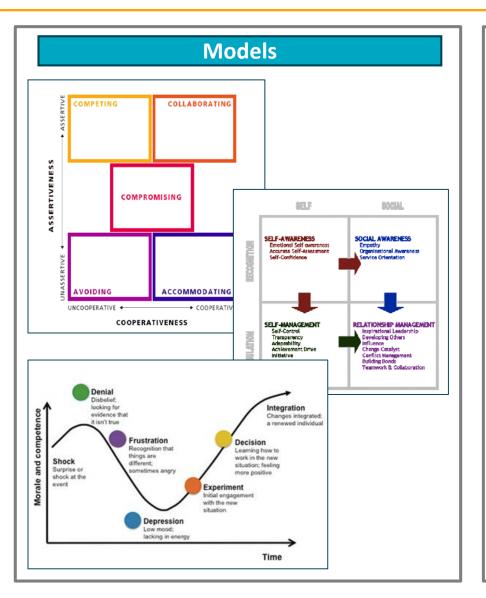
Conflict occurs whether or not it is made "public".

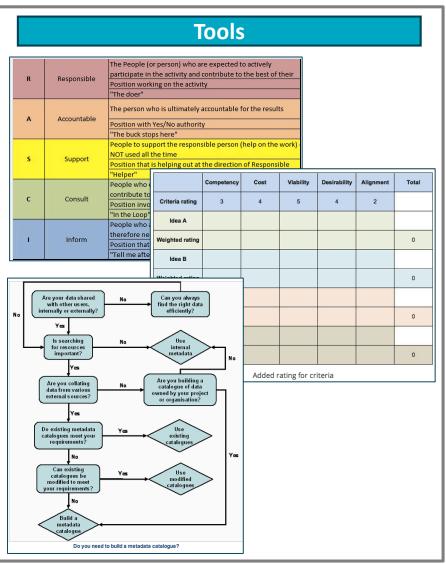
Sometimes it's a product of other un-met needs.

(Self) Compassion

Discovering a desire to relieve suffering (meet a need); building a capacity to offer understanding and kindness to others when they fail or make mistakes. Including myself.

### Practical tools: framing the situation, establish structure





Practice. Practice. Practice.

# Thank you.

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