

The Other Side of Conflict Resolution

When Skills Aren't Enough

Why do most of us struggle so much in handling conflict?

The Other Side of Conflict Resolution

- What do we do in preparing ourselves when confrontation is needed or when there's a conflict that needs to be resolved?
- What do we do when conflict is unresolved?

For me, the other side of conflict resolution is:

- a space of reflection, of learning, of looking inward
- It is a time of looking at life, of relationships, of priorities from a different perspective
- at times it is a position of brokenness, of crying out to the Lord
- a position of vulnerability before the Lord for realigning my perspective with His

Small Groups: 5 minutes

1. How do you view conflict?
2. Where did you develop your view of conflict?

Factors that inhibit healthy conflict resolution:

- Spiritual
- Emotional
- Relational
- (Historical)

How do you think God views conflict?

How can our experience with God impact our capacity to handle conflict in a way that honors Him?

What are characteristics of emotionally healthy adults?

- Able to ask for what they need, want, or prefer in a manner that is clear, direct, honest
- Recognize, manage, and take responsibility for their own thoughts and feelings
- Even when under stress being able to state their own beliefs and values without becoming adversarial
- Respect others without having to change them
- Give people room to make mistakes and not be perfect

What are characteristics of emotionally healthy adults?

- Appreciate people for who they are, even when it isn't so pretty, and not for what they give back
- Accurately assess their own limits, strengths, and weaknesses and are able to freely discuss them with others
- Able to tune in with her own emotional world and into the feelings, needs, and concerns of others without losing themselves
- Have the capacity to resolve conflict maturely and negotiate solutions that consider the perspective of others

Emotionally Healthy Spirituality by Peter Scazzoro

Envelope or Sandwich Conversations

When problem, stick the problem in an envelop of relationship:

- Start with how important the relationship is, the history of our relationship, why this relationship matters to me.
- Deal with the problem
- Conclude with the hope that our relationship will even be stronger moving forward as a result of dealing with this problem

Elmer, Duane. *Cross-Cultural Servanthood*.
Downers Grove: IVP, 2006.

“Humility unites us while pride divides us... Pride, most often expressed as superiority, means someone is either talking up to or down to another person, both of which inhibit open, honest conversation and mutual empowerment. Instead, there is competition. Who is higher? Who is better? Who has more? Who is right? This is “selfish ambition” and “vain conceit.”

Cross-Cultural Servanthood p 32

Openness

“Openness is the ability to welcome people into your presence and make them feel safe.”

Develop Skill of Openness

- Suspend judgment
- Develop tolerance for ambiguity
- Think grey, not black and white
- Assume the best by default

Trust Building

Trust is the ability to build confidence in a relationship so that both parties believe the other will not intentionally hurt them but will act in their best interest.

Small Group Discussion - 5 minutes

1. How do we normally develop trust in a relationship?
2. How can we rebuild trust when it is broken?

There is only one thing can restore broken trust:
forgiveness - forgiveness given and forgiveness received.

If your actions send a different message than your heart: rush to correct the false impression

- Verbalize the value of people
- Suffer and sacrifice to correct the false impression
- Believe the best
- Let the false impression go
- Immerse the relationship in faith, hope, and love. It may be that I have the wrong impression.
- Love and hope

James MacDonald "How to Keep Love Alive"

The Cry of the Soul. Dan Allender, Nav press 1994
Ch 5: "Righteous Anger. An Assault against Injustice"

What is the difference between righteous and unrighteous anger?

"Righteous anger warns, fights, wounds for the greater work of redemption. It is full of strength that is neither defensive nor vindictive, and it is permeated by a sadness that is rich and desire and hope. Most importantly, righteous anger allows the offense to be seen as an issue between the offender and God."

Allender, COTS p. 66

Unrighteous Anger

"In the midst of helpless confusion and hurt, unrighteous anger refuses to surrender, to wait on God, to look to him for perspective. Instead, we feel righteous and taking justice into our hands when the One we cried to for justice does not hear or respond. We become vigilantes, seeking to impose our own sense of justice according to the demands of our desire."

Allender, COTS p. 67

What are we to do when angry?

- **Be still** Psalm 37:7-8
- **Wait**
- **Ponder** Psalm 4:4
 - Ponder Your Desire
 - Ponder Your Sin
 - Ponder God

Righteous Anger

- **It Exposes**
- **Invites Change**
- **Righteous Anger Wounds**
- To be righteously angry, we must be consumed by a holy fear of God. Allender, COTS, p 77

Going further

- Emotionally Healthy Spirituality by Peter Scazzoro
- Cross-Cultural Servanthood by Duane Elmer
- Conflict Mediation across Cultures by David Augsburg
- "Sharpening Your Interpersonal Skills" (SYIS)

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