



Conflict Resolution Skills

Whatever the cause of disagreements and disputes, by learning these skills, you can keep your personal and professional relationships strong and growing.

Understanding conflict

Conflict is a normal part of any healthy relationship. After all, two people can't be expected to agree on everything, all the time. The key is not to avoid conflict but to learn how to resolve it in a healthy way.

When conflict is mismanaged, it can cause great harm to a relationship, but when handled in a respectful, positive way, conflict provides an opportunity to strengthen the bond between two people. Whatever the cause of disagreements and disputes, by learning these skills for conflict resolution, you can keep your personal and professional relationships strong and growing.

What causes conflict?

Conflict arises from differences, both large and small. It occurs whenever people disagree over their values, motivations, perceptions, ideas, or desires. Sometimes these differences appear trivial, but when a conflict triggers strong feelings, a deep personal need is often at the core of the problem. These needs can range from the need to feel safe and secure or respected and valued, to the need for greater closeness and intimacy.

Think about the opposing needs of a toddler and a parent. The child's need is to explore, so venturing to the street or the cliff edge meets that need. But the parent's need is to protect the child's safety, a need that can only be met by limiting the toddler's exploration. Since these needs are at odds, conflict arises.

The needs of each party plays an important role in the long-term success of a relationships. Each deserves respect and consideration. In personal relationships, a lack of understanding about differing needs can result in distance, arguments, and break-ups. In the workplace, differing needs can

result in broken deals, decreased profits, and lost jobs.

When you can recognize conflicting needs and are willing to examine them with compassion and understanding, it can lead to creative problem solving, team building, and stronger relationships.

Conflict 101

- A conflict is more than just a disagreement. It is a situation in which one or both parties perceive a threat (whether or not the threat is real).
- Conflicts continue to fester when ignored. Because conflicts involve perceived threats to our well-being and survival, they stay with us until we face and resolve them.
- We respond to conflicts based on our perceptions of the situation, not necessarily to an objective review of the facts. Our perceptions are influenced by our life experiences, culture, values, and beliefs.
- Conflicts trigger strong emotions. If you aren't comfortable with your emotions or able to manage them in times of stress, you won't be able to resolve conflict successfully.
- Conflicts are an opportunity for growth. When you're able to resolve conflict in a relationship, it builds trust. You can feel secure knowing your relationship can survive challenges and disagreements

Click [here](#) to read [How do you respond to conflict.](#)

We would be very interested in getting your feedback about what subjects you'd like included. Please click on the [Contact Us](#) button and tell us what you think."

Let us know what you think of the article and what other articles you would like to know more about.

Please click [here](#) to view the City of Life Website and read other very informative information to help our Foster kids and our Foster Parents.

[Contact Us](#)

