

AID to Manage Conflict

A: Raise directly to person involved in the **Action** /problem

I: Say what it's **Impact** is on you.

D: Do. Say what can be done to change the situation or solve the problem. Would you be willing to...?

Guiding Scripture

Responsibility to confront conflict: *Matthew 5:23*

How to be angry and speak the truth in love:

Ephesian's 4:25-32

What love looks like: *1Corinthians 13:1-13*

Enemies: *Romans 12:9-21*

Conflict Cycle

Start here

EVENT: Not a big deal, stepping on toes. Event or one like it is repeated. Still a problem to be solved.

BEST PRACTICE: Speak up when first event happens, head conflict off at the pass.

MANAGED CONFLICT: Loss of trust, need to renegotiate relationship, create new norms. Trust can re-grow with community support and no triangles.

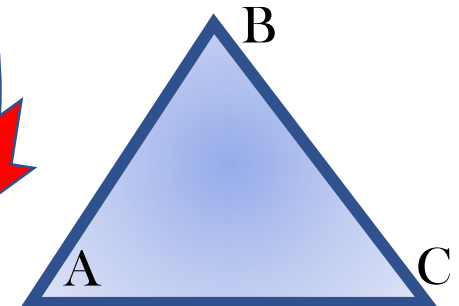
UNMANAGED CONFLICT: War/Divorce/Exit the System

AMMO GATHERING: He/she did that to you too?!

POLLING/ALLY GATHERING: Distancing and Polarization, Dehumanizing/ Name Calling: A is a jerk! Problem identified as a person.

Unmanaged Conflict

ROLE DEFINITION: Who does he/she think they are? Whose job is it? What am I chopped liver?



TRIANGLES: "Parking lot" conversations.