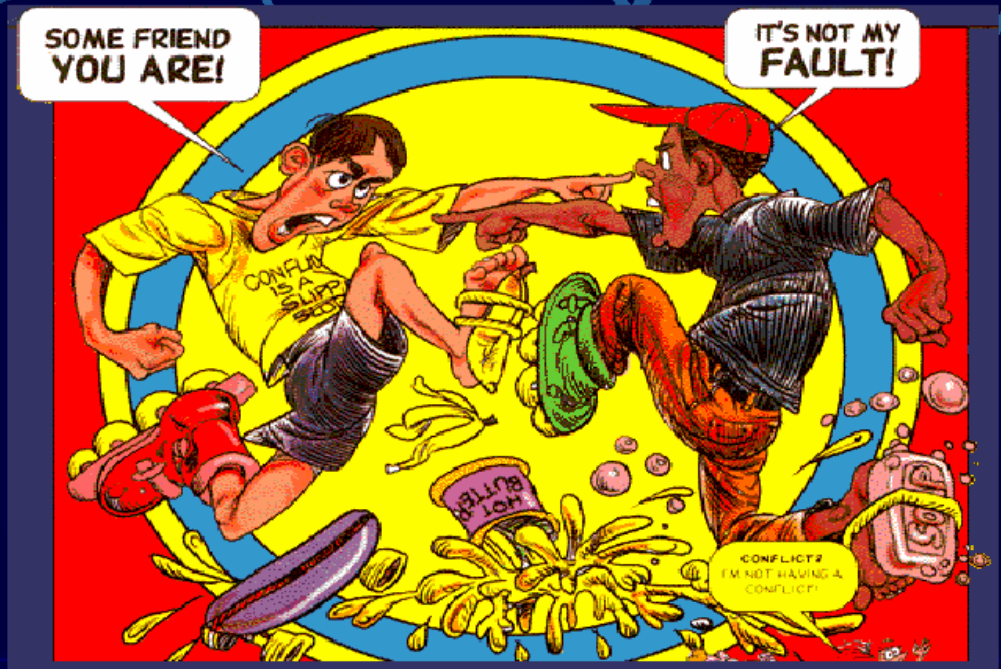
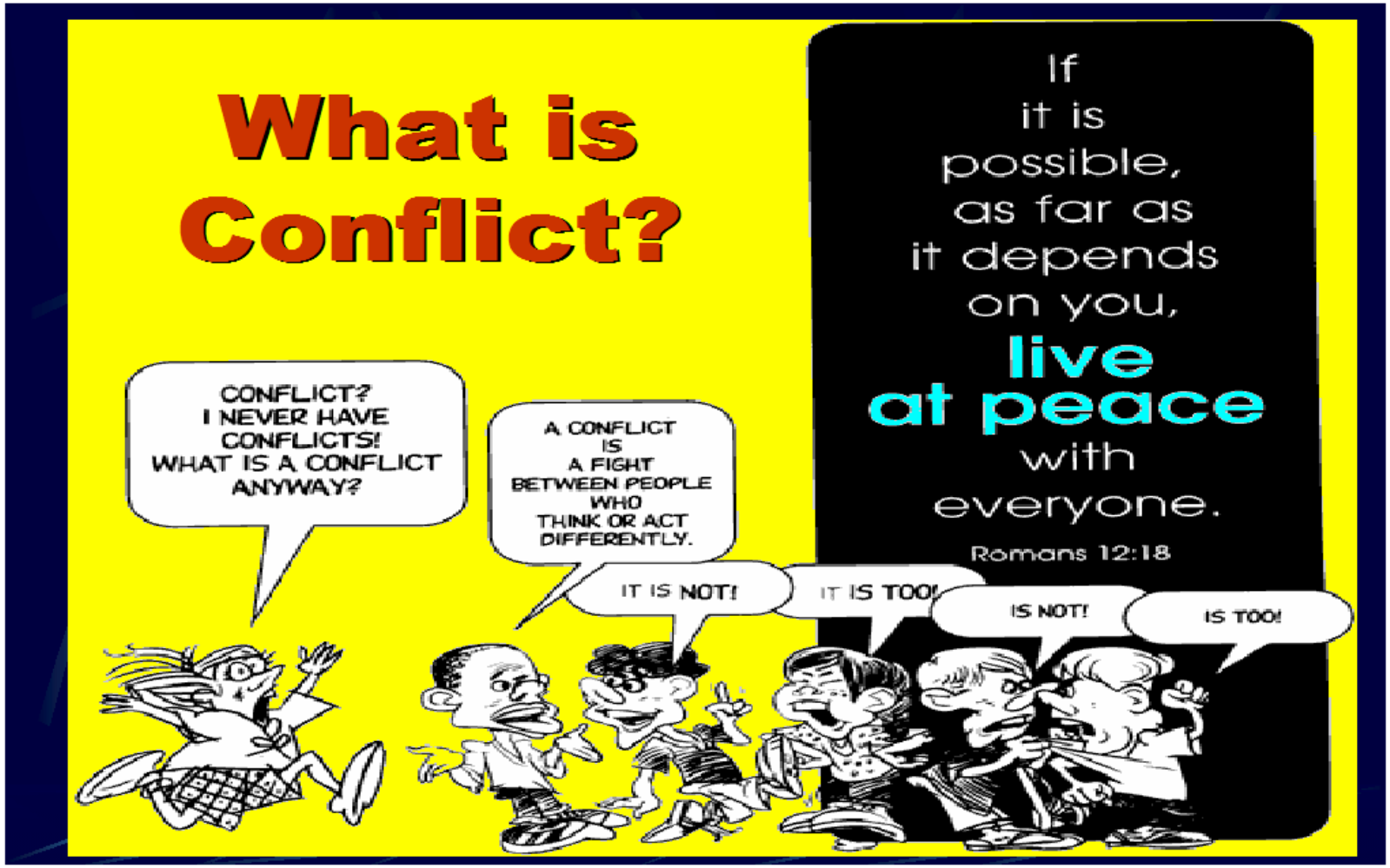
Conflict
Part Two:
Peace Makers Approach
Public School Version
An overview of the Peacemakers, Inc. approach to dealing with conflict.
Based upon the book "The Peacemaker" by Ken Sande.
Check out www.hispeace.org for more information.
Power Point Presentation Developed by Glen Dawursk, Jr.

Conflict


SOME FRIEND YOU ARE!
IT'S NOT MY FAULT!
CONFLICT?
I'M NOT HAVING A CONFLICT!


What is Conflict?
If it is possible, as far as it depends on you, live at peace with everyone.
Romans 12:18
CONFLICT? I NEVER HAVE CONFLICTS! WHAT IS A CONFLICT ANYWAY?
A CONFLICT IS A FIGHT BETWEEN PEOPLE WHO THINK OR ACT DIFFERENTLY.
IT IS NOT!
IT IS TOO!
IS NOT!
IS TOO!

What is Conflict?

- A difference in opinion or purpose that frustrates someone's goals or desires.
- People are not perfect; therefore, conflict is inevitable and should be expected.

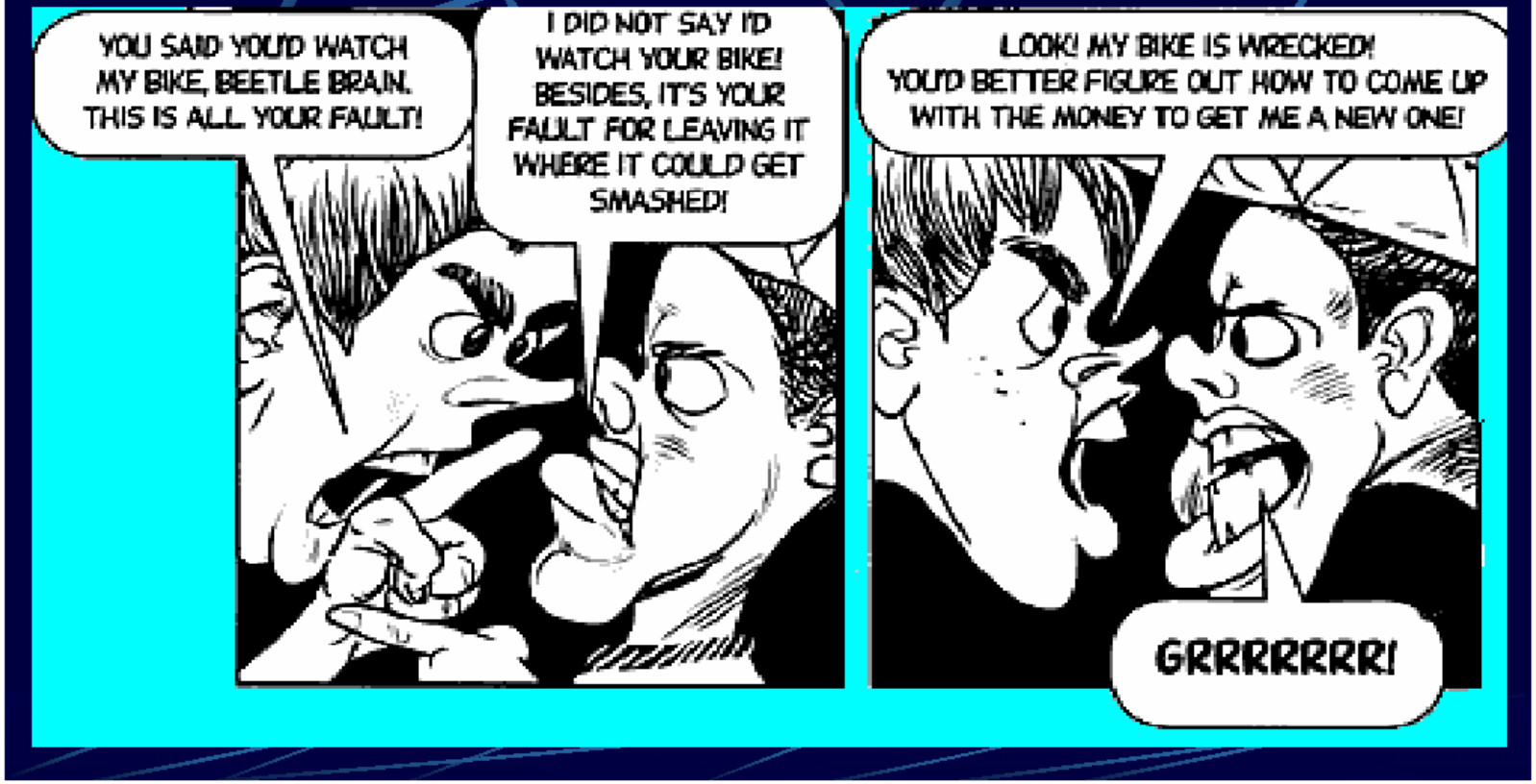
What Causes Conflict?

- **Misunderstandings**
- **Differences**

  Values Goals Gifts Calling Priorities
  Expectations Interests Opinions
- **Competition** over limited resources
- **Inperfect** attitudes & desires that lead to imperfect words and actions

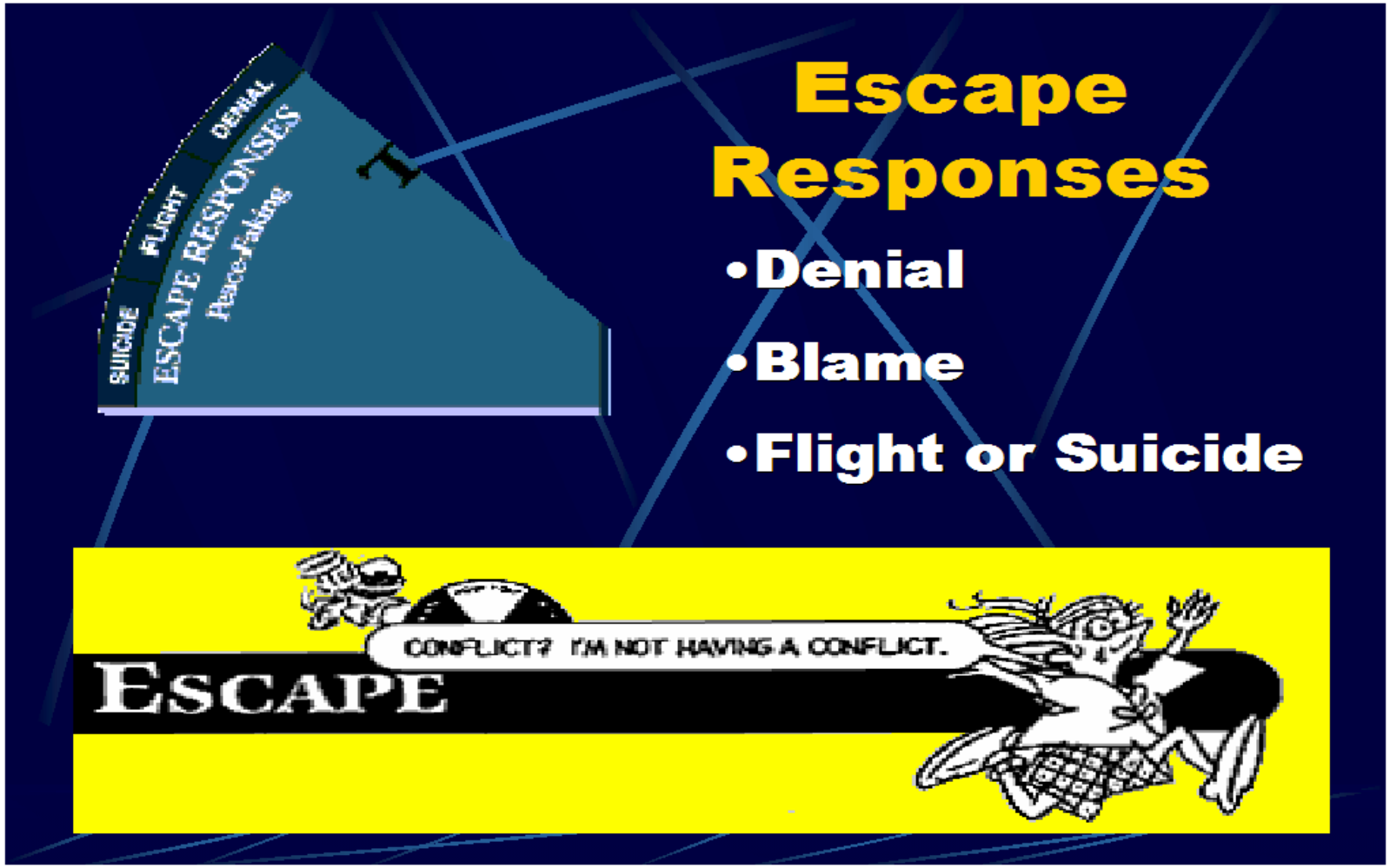
WHAT HAPPENED TO MY NEW BIKE?
LOOK! IT'S ALL BENT AND SCRATCHED!
MAN-O-MAN! I ONLY LEFT IT FOR A SECOND.
The Situation

The Conflict



Conflict Is a
SLIPPERY
SLOPE

A Spectrum of Responses to Conflict


SUICIDE
FLIGHT
DENIAL
ESCAPE RESPONSES
Peace-Faking
Escape Responses
•Denial
•Blame
•Flight or Suicide
CONFLICT? I'M NOT HAVING A CONFLICT.
ESCAPE

Escape Responses are "Peace Faking"

They are directed at getting away from the conflict situation rather than resolving it.

Escape Responses

Denial

- ✓ Pretends that a conflict doesn't exist
- ✓ Refuses to do what we can to work it out
- ✓ Always the wrong response

Escape Responses

Blame Game

- ✓ We don't take responsibility for our choices by:
  - Blaming others
  - Pretending we did nothing wrong
  - Covering up what we did
  - Lying about our contribution to the conflict
- ✓ Always the Wrong response.

Escape Responses

Flight

- ✓ Acceptable if there is a danger of harm
- ✓ Legitimate response when it is impossible to resolve the conflict in a constructive manner
- ✓ **BUT** Prolongs the problems

Escape Responses

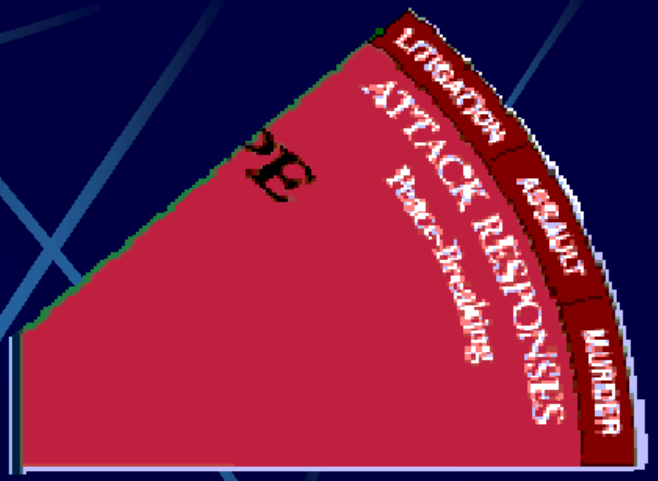
~~Suicide~~

- This is always the wrong response

A Spectrum of Responses to Conflict

Attack Responses

- Litigation
- Assault
- Murder



Attack Responses are "Peace Breaking"

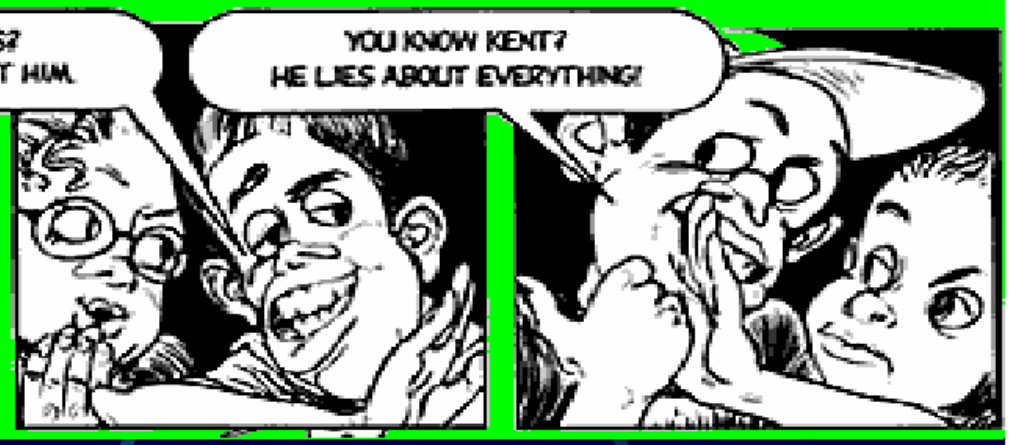
They are directed at bringing as much pressure on the opponents in order to eliminate their opposition.

Attack Responses

- ✓ Taken before civil authorities
- ✓ At times this is legitimate
- ✓ Should be used ONLY after exhausting "work-it-out" responses

Attack Responses

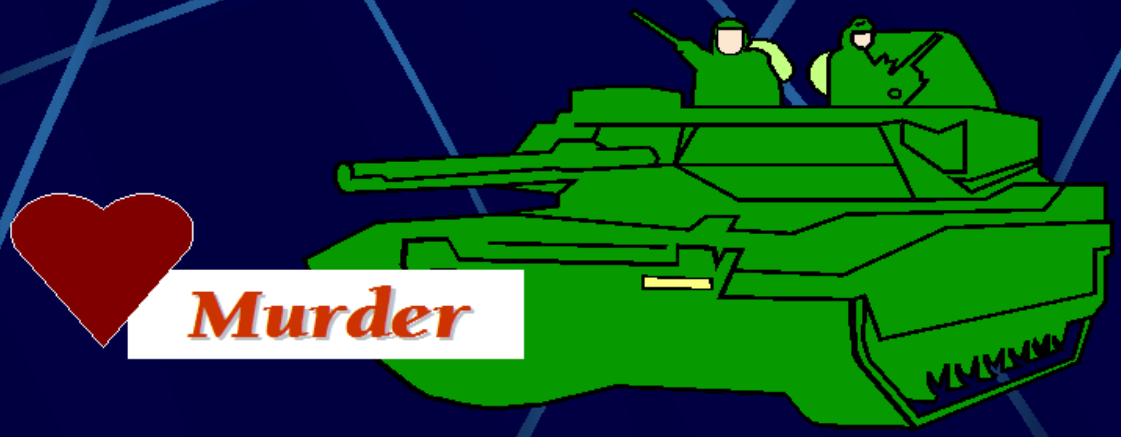
Gossip



Assault:

- ✓ Use force or intimidation to get your demands
  - Physical (Fights)
  - Verbal (Put downs, Gossip)
  - Financial

Attack Responses



Murder

- ✓ Kill the person or persons who oppose you
- ✓ Murder is always wrong
- ✓ Harbored anger or contempt in our hearts

A Spectrum of Responses to Conflict

Conciliation Responses

- Overlook
- Discussion
- Negotiation

Un-Assisted

WORK-IT-OUT

Consiliation Responses are "Peace Making"

They are directed at finding a just & mutually agreeable solution to a conflict.

Conciliation Responses

Overlook an Offense

- One person deliberately, unilaterally, & quietly decides to forgive a wrong…
- Then walks away from the conflict.

Conciliation Responses

Talk-It-Out

Discussion

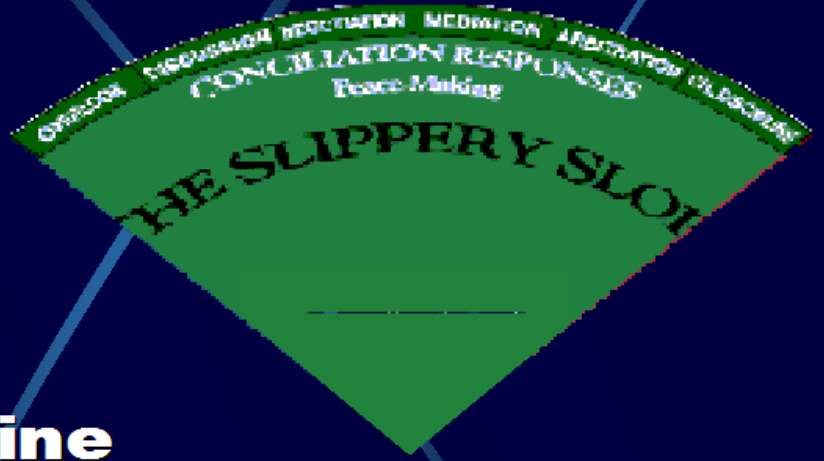
- Go directly to the person – Talk it out!
- This can include personal confession, or confronting in a kind way.
- Used if you can not overlook it or if it is hurting your relationship

Conciliation Responses

Negotiation

- Substantive issues related to money, property, and other rights should be resolved by negotiating solutions that meet interests of all involved
- Usually done through a bargaining process

Conciliation Responses



- Mediation
- Arbitration
- Church Discipline

Assisted

WORK-IT-OUT

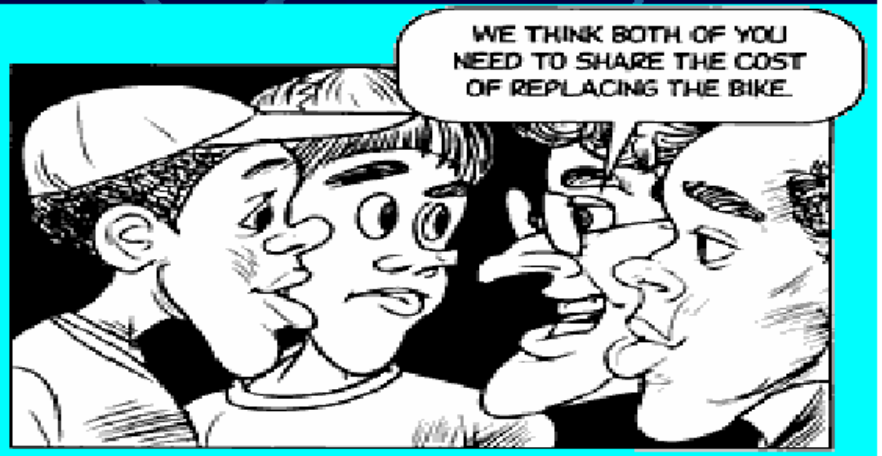
Conciliation Responses

Mediation

- Ask one or more other people to meet with you and the other person
- Goal: to help you communicate more effectively & explore possible solutions.
- Mediators give advise but have no authority.

Conciliation Responses

Arbitration



- Can not come to a mutual agreement on a substantive issue -- appoint an *Arbitrator.*
- Will listen to both sides, then render a binding decision.

Conciliation Responses

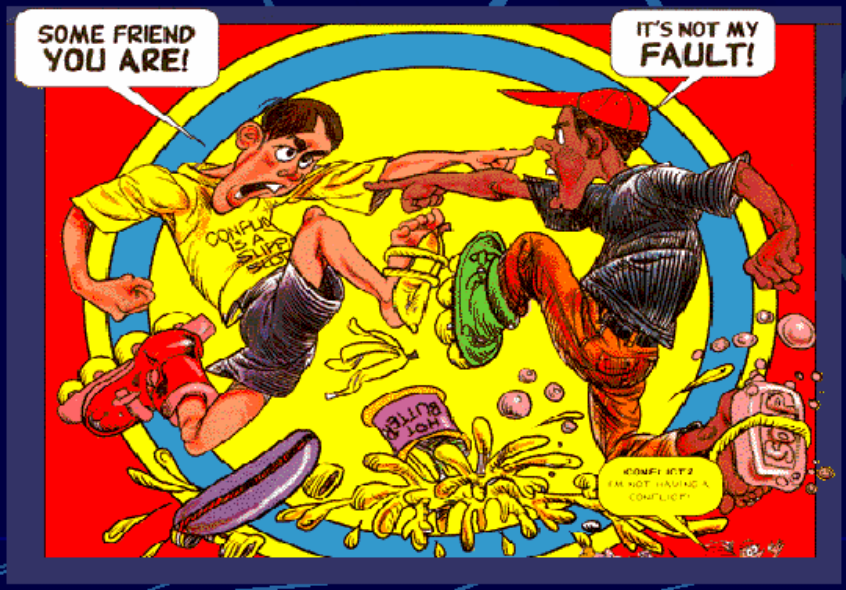
Church Discipline

- If a religious person refuses to reconcile, religious leaders may intervene
- Intended to promote justice, repentance & forgiveness

But Our Responses Vary.

So did the responses of people in history.

How should these boys have dealt with their conflict?



OOPS!
HEY, YOUNG FELLA, PLEASE FORGIVE ME. I BACKED OVER YOUR BIKE WITH MY TRUCK. I'LL MAKE IT UP TO YOU.

PROBLEM SOLVED! THE MAINTENANCE GUY RAN OVER MY BIKE
AND HE'S BUYIN' ME A NEW ONE!!
I WAS WRONG TO BLAME YOU, JAMES.
HEY, I FORGIVE YOU, KENT. WE'RE FRIENDS FOREVER!

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