



April 27-30, 2020

TOPIC: UNDERSTANDING CONFLICT

CONFLICT – the dynamics when two or more people, organizations, or nations perceived one another as a threat to their needs or interests

- a perceived incompatibility of actions or goals between people or nations and happens when there is an imbalance between concern for oneself and those of others

THE NATURE OF CONFLICT

Conflict inflicts so much pain and negative emotions on those involved. Reasoning is often clouded and miscommunication exists especially at the height of an emotional argument when words are exchanged to inflict harm on the other.

Oftentimes, conflict follows a cycle of retaliation. Conflict is started by what is known as a triggering event which happens when an act of one party is perceived as a threat by the other party. The triggering event produces a threatening feeling on the other party. The cycle goes on until this is broken through the intervention of a third party, or when the two parties decide to sit down and discuss the situation to seek common solution to the problem.

Conflict can happen anywhere whenever there are people. Conflict can also happen between groups and nations.

STAGES OF CONFLICT

- INTRAPERSONAL – with oneself, like when one is indecisive about things
- INTERPERSONAL – among two or more individuals, like having a misunderstanding between friends, family members, or lovers
- INTRAGROUP – with the same group interest, like a student organization.
- INTERGROUP – between two or more groups, like fraternities.

STRATEGIES THAT PEOPLE CAN USE WHEN IN CONFLICT IN THE WORKPLACE

- FIGHT – force the other party to accept a stand that is against that party's interest
- SUBMIT – yield to the demands of the other party and agree to end the conflict
- FLEE – leave the situation where the conflict is existing/occurring or change the topic
- FREEZE – do nothing and just wait for the other party's next move or allow the pressure to build up

CONFLICT MAY ARISE DUE TO THE FOLLOWING REASONS

1. Competing for scarce or limited resources such as time, jobs, food, natural resources, and even love and affection within family or personal relationship.
2. Disagreement over the interpretation of facts or information.
3. Perceiving threats to one's own needs and interests.
4. Perceiving unjust treatment caused by another person or entity.
5. Miscommunication between parties.
6. Misjudging another person's or group's belief systems born out of prejudice or bias.
7. Exhibiting behaviors that are destructive to another person's well – being or reputation.

CAUSES OF CONFLICT

- a. Relationship
- b. Data
- c. Interest
- d. Structural
- e. Values

COSTS OF CONFLICTS

- a. Decrease in self – confidence
- b. Doubt in one's self -worth
- c. Question one's values

POSITIVE EFFECTS OF CONFLICT

- a. Allows for issues to surface
- b. Raise the awareness of both person's needs
- c. Allows emotions to be expressed
- d. Understand and accept the uniqueness and differences of other people
- e. Strengthens the resolve of the parties to pursue common goals
- f. Encourages dialogue and empowerment

DIMENSIONS OF CONFLICT

- a. ASSERTIVENESS – it is the extent to which a person will try to satisfy his own needs or interests
- b. COOPERATIVENESS – it is the extent to which a person will attempt to satisfy the other person's needs or interests.

MODES IN DEALING WITH CONFLICT:

- a. COMPETING - is assertive and uncooperative. An individual's interest are above all else; power and authority are often used to win against others
- b. ACCOMODATING – is unassertive and cooperative. An individual is willing to neglect his interests or needs for the sake of the other person, yielding one's position and allowing the other to pursue his position to the other's expense
- c. COMPROMISING – is moderately assertive and moderately cooperative. An individual is neither here nor there; prefers to split whatever is at stake in half to party satisfy both parties just to get over the problem
- d. AVOIDING – is unassertive and uncooperative. The individual prefers to stay out of the situation either by postponing a decision, taking a wait and see position, or withdrawing completely until conditions are better
- e. COLLABORATING – is assertive and cooperative. The individual seeks a mutual satisfying solution by understanding the needs and interests of the other person, and expanding the resources rather than competing over them. Seek a win – win solution.

STEPS WHEN TRYING TO NEGOTIATE OR RESOLVE PERSONAL CONFLICT

- a. Understand the nature of the conflict
- b. Acknowledge your feelings and emotions
- c. Examine your relationship with this person
- d. Clarify your intentions
- e. If you wish to keep the relationship, have a talk with the person involved
- f. Once the dialogue is accomplished to you and the other person's mutual satisfaction, then grant a reconciliatory act

TO DO LIST:

April 27, 2020

Directions: Answer the following questions in a ½ crosswise yellow paper.

1. What is your understanding of conflict?
2. What do you think is the reason why conflict exists?
3. Recall the last time you were in a conflict with another person. What created the conflict between you and the other person?

April 28, 2020

Directions: Answer the following questions in a ½ crosswise yellow paper.

1. How would you handle a conflict between you and a friend or a family member?
2. How can conflict be a good and bad experience?
3. How can you turn a conflict into a positive experience?

April 29, 2020

Directions: Enumerate 10 problems that you had encountered and complete the table below. Write your answer in a long bond paper.

PROBLEM	SOLUTION	RESULT
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

April 30, 2020

Directions: Answer the following questions in a one whole yellow paper.

1. What conflict management style do you usually use when resolving conflicts? Why?
2. As an adolescent, what do you need to remember and do when dealing with conflicts?
3. What typical type of conflict have you observed in your school?
4. Name three kinds of conflict that you had observed. In your opinion, how should the persons involve resolve the conflict?