

“Conflict that Blesses and Transforms the Church”

Part One—The Vision

The Chinese character for *conflict* is a combination of two words:

_____ and _____

The Chinese character for *conflict* is a combination of two words:

DANGER and _____

The Chinese character for *conflict* is a combination of two words:

DANGER and OPPORTUNITY

**A Healthy Approach to Conflict
considers:**

**People: _____,
_____, and _____.**

**A Healthy Approach to Conflict
considers:**

**People: relationships,
reconciliation, and _____.**

**A Healthy Approach to Conflict
considers:**

**People: relationships,
reconciliation, and healing.**

**A Healthy Approach to Conflict
considers:**

**Process: How _____ are
made, and _____ makes them;
_____ of process;
_____ and _____**

**A Healthy Approach to Conflict
considers:**

**Process: How decisions are
made, and makes them;
 of process;
 and**

**A Healthy Approach to Conflict
considers:**

**Process: How decisions are
made, and who makes them;
 of process;
 and**

**A Healthy Approach to Conflict
considers:**

**Process: How decisions are
made, and who makes them;
clarity of process;
 and**

**A Healthy Approach to Conflict
considers:**

**Process: How decisions are
made, and who makes them;
clarity of process;
Justice and Power**

**A Healthy Approach to Conflict
considers:**

Problem: _____ the

**A Healthy Approach to Conflict
considers:**

**Problem: Resolving the
presenting issue**

**What can we learn from Peter's
experience in Acts 10 and 11?**

What can we learn from Peter's experience in Acts 10 and 11?

We must always be open to the possibility that new information may give new understanding.

First Steps in Transforming Conflict:

Planning:

First Steps in Transforming Conflict:

Planning:

- *Agree on a suitable time and neutral place.*

First Steps in Transforming Conflict:

Planning:

- *Agree on a suitable time and neutral place.*
- *Don't wait too long.*

First Steps in Transforming Conflict:

Planning:

- *Agree on a suitable time and neutral place.*
- *Don't wait too long.*
- *Don't talk to others.*

First Steps in Transforming Conflict:

Planning:

- *Agree on a suitable time and neutral place.*
- *Don't wait too long.*
- *Don't talk to others.*
- *Avoid "herding"*

First Steps in Transforming Conflict:

Bracketing:

First Steps in Transforming Conflict:

Bracketing:

- *Set yourself aside.*

First Steps in Transforming Conflict:

Bracketing:

- *Set yourself aside.*
- *Really LISTEN to the other person.*

First Steps in Transforming Conflict:

Bracketing:

- *Set yourself aside.*
- *Really LISTEN to the other person.*
- *Do not interrupt*

First Steps in Transforming Conflict:

Paraphrasing:

First Steps in Transforming Conflict:

Paraphrasing:

- *Repeat in your own words.*

First Steps in Transforming Conflict:

Paraphrasing:

- *Repeat in your own words.*
- *“It sounds like...”*

First Steps in Transforming Conflict:

Paraphrasing:

- *Repeat in your own words.*
- *“It sounds like...”*
- *“I hear you saying...”*

First Steps in Transforming Conflict:

Paraphrasing:

- *Repeat in your own words.*
- *“It sounds like...”*
- *“I hear you saying...”*
- *“When _____ happened, you felt...”*

First Steps in Transforming Conflict:

Paraphrasing:

- *Repeat in your own words.*
- *“It sounds like...”*
- *“I hear you saying...”*
- *“When _____ happened, you felt...”*
- *Do NOT argue, correct, add to or defend.*

First Steps in Transforming Conflict:

Paraphrasing: *(continued)*

- *“Is that what you said/how you felt?”*

First Steps in Transforming Conflict:

Paraphrasing: *(continued)*

- *“Is that what you said/how you felt?”*
- *“Is there more you want to say?”*

