

**“Conflict that Blesses and  
Transforms the Church”**

**Part Three—Transformation**

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

# First Steps in Transforming Conflict: Planning, Bracketing, Paraphrasing:



# First Steps in Transforming Conflict:

## Planning, Bracketing, Paraphrasing:

- Agree on a time and place

# First Steps in Transforming Conflict:

## Planning, Bracketing, Paraphrasing:

- Agree on a time and place
- Set yourself aside to LISTEN

# First Steps in Transforming Conflict:

## Planning, Bracketing, Paraphrasing:

- Agree on a time and place
- Set yourself aside to LISTEN
- Repeat in your own words what you heard



**Steps in Transforming Conflict:**

**Self-Expression, Common Ground,**

**Interests vs. Positions:**

# Steps in Transforming Conflict:

Self-Expression, Common Ground,  
Interests vs. Positions:

- Use “I” statements

# Steps in Transforming Conflict:

**Self-Expression, Common Ground,  
Interests vs. Positions:**

- Use “I” statements
- Find Common Values

**What can we learn from the  
disciples' experience in Acts 6?**

***Complaints may offer an  
opportunity for creative and  
helpful new ideas!***

**Final Steps in Transforming Conflict:**

**Possibilities:**



# Final Steps in Transforming Conflict:

## Possibilities:

- **Generate as many ideas and solutions as possible**

# Final Steps in Transforming Conflict:

## Possibilities:

- Generate as many ideas and solutions as possible
- Don't judge or evaluate them yet

# Final Steps in Transforming Conflict:

## Possibilities:

- Generate as many ideas and solutions as possible
- Don't judge or evaluate them yet
- Be playful and creative!

# Final Steps in Transforming Conflict:

## Possibilities:

- **Generate as many ideas and solutions as possible**
- **Don't judge or evaluate them yet**
- **Be playful and creative!**
- **Write them down**

**Final Steps in Transforming Conflict:**

**Proposal:**



# Final Steps in Transforming Conflict:

## Proposal:

- Review the possibilities and name the pros & cons of each one

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- Consider which solutions would have a positive impact on your common values

# Final Steps in Transforming Conflict:

## Proposal:

- Review the possibilities and name the pros & cons of each one
- Consider which solutions would have a positive impact on your common values
- Talk until you reach a solution that satisfies both parties—be honest!

**Final Steps in Transforming Conflict:**

**Commitment:**

# Final Steps in Transforming Conflict:

## Commitment:

- Write down your agreement



# Final Steps in Transforming Conflict:

## Commitment:

- Write down your agreement
- Decide how/if you will meet again to evaluate the success of your solution

# Final Steps in Transforming Conflict:

## Commitment:

- Write down your agreement
- Decide how/if you will meet again to evaluate the success of your solution
- Celebrate!

