

6.ICR.2.5 - Summarize strategies for predicting and avoiding conflict.

6.ICR.2.6 - Design nonviolent solutions to conflicts based on an understanding of the perspectives of those involved in the conflicts.

# Pre-Test

- A. What is a conflict?
- B. What are 2 things you can do to resolve conflict?
- C. List 4 strategies for resolving conflict.

# What is conflict?

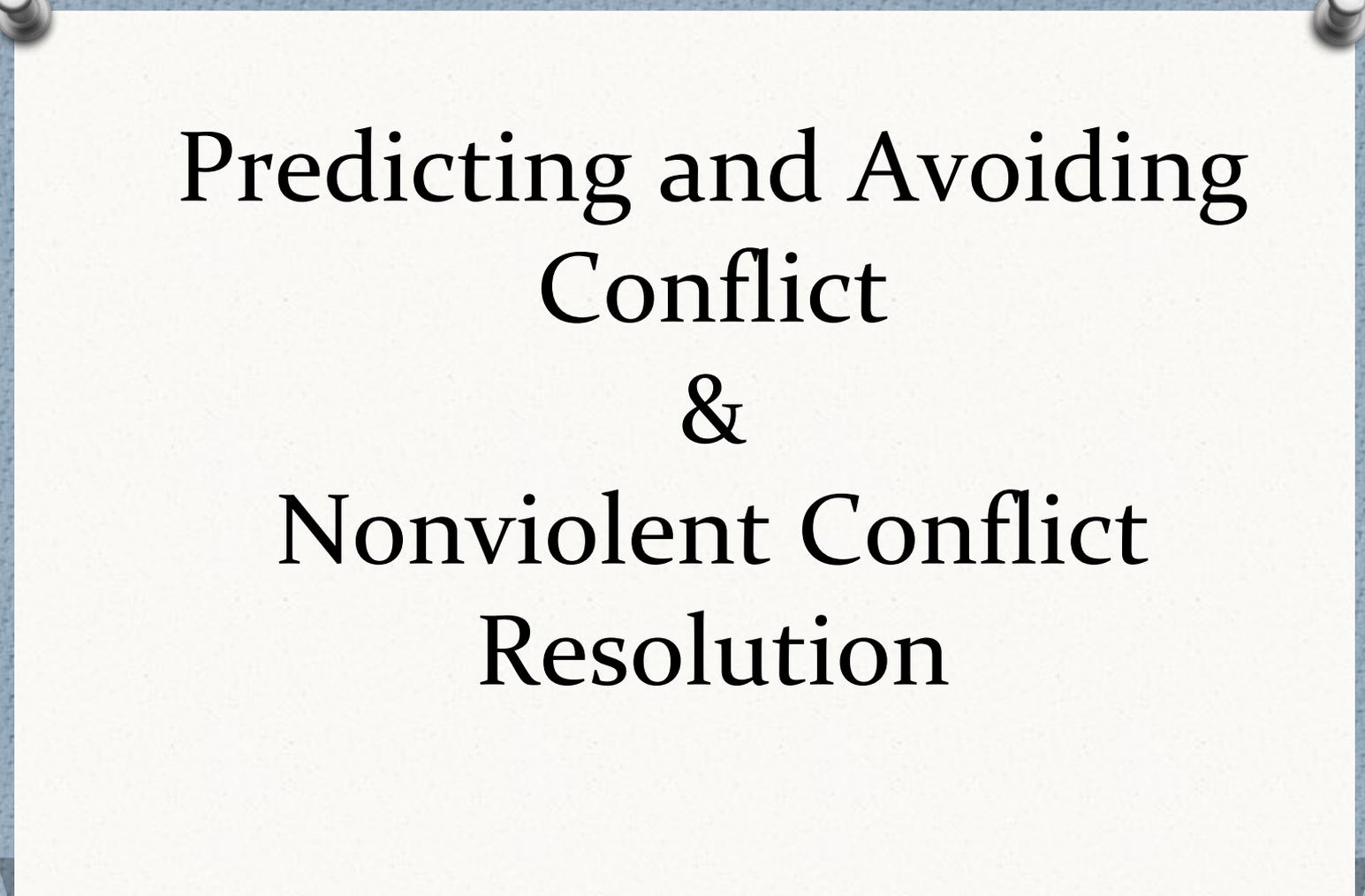
- a disagreement

# What is a resolution?

- a solution or settlement

# What is empathy?

- being aware of and sensitive to the feelings and experiences of others, even though you don't experience them yourself



Predicting and Avoiding  
Conflict  
&  
Nonviolent Conflict  
Resolution

# Which of the following are potential sources of conflict?

Aggressive Tone

Common  
Traits

Alcohol Use

Empath  
y

Effective Listening

Disrespectful Language

Differences of Opinion

Poor  
Communication

Competition for Limited Resources

Similar Opinions

# Conflict...

can often be avoided but is  
sometimes inevitable.

# VIOLENCE

is often a result of conflict that was not avoided or poorly managed.



Violence is a learned behavior  
and can be prevented.

# Violence Can Cause:

- Physical Injuries
- Emotional Trauma
- Social Challenges (academic difficulties and loss of productivity in the workplace)
- Mental Health Problems (anxiety, depression, post-traumatic stress disorder)

# Violence Among Young People in the US

- 2<sup>nd</sup> leading cause of death for young people between the ages of 10-24 in 2010.
- Over 656,000 physical assault injuries in young people between ages of 10-24 were treated in US emergency rooms in 2008.
- 7.4% of high school students received a threat or were injured with a weapon on school property one or more times during the last 12 months in 2011.
- 32.8% of high school students indicate they were in physical fight one or more times during the last 12 months in 2011.

5,764 young people ages 10-24  
were murdered in 2007.



An average of 16 each day

# Think of one incident...

- Silently think of one argument or disagreement that you have experienced.
- Were there any signs that a conflict was beginning? If so, what were these signs?
- If you had recognized these signs and acted to avoid the conflict would the situation have ended differently?



# Conflict Avoidance

Does not mean ignoring a problem when conflict arises or pretending conflict does not exist.



# Avoiding Conflict



- If you can predict conflict, you can often avoid unnecessary arguments.
- Avoid known triggers of conflicts with others.

# Conflict Avoidance Strategies

- Change the subject or walk away if a conflict is building but is unnecessary.
- Avoid placing yourself in a situation (e.g., with certain people or at a particular location) known to create conflict.
- Carefully and respectfully construct your expression of thoughts and opinions to avoid offending others, making them feel threatened, or placed in a defensive position.

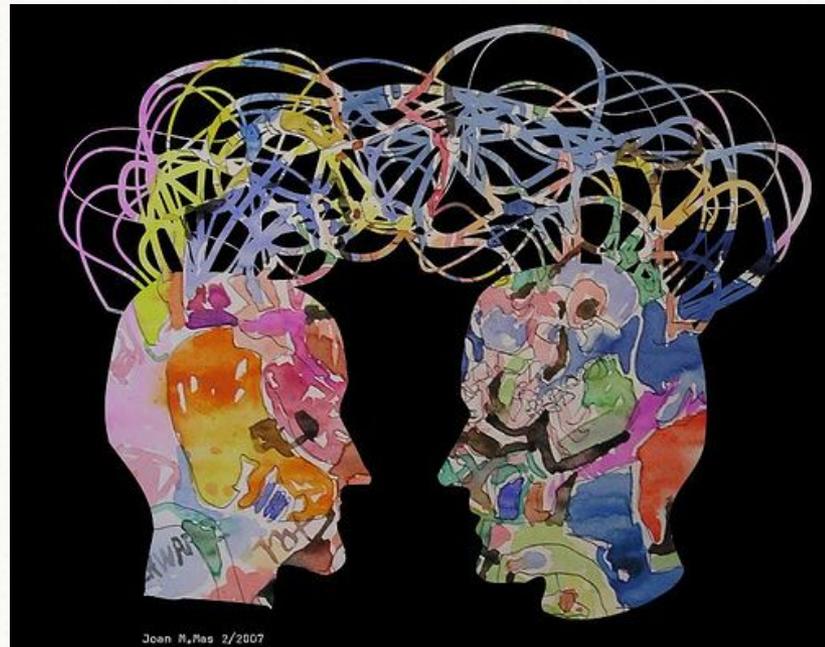
# Tips for Conflict Resolution

When you feel angry, walk away from the situation and take time to plan a thoughtful, rationale, and respectful response.



# Tips for Conflict Resolution

- Address the conflict or problem, don't insult or disrespect the other person involved.
- Use assertive not aggressive communication skills.



# Tips for Conflict Resolution

- Accept that others may have different opinions or beliefs.
- Accept that resolution does not mean that one has to win or lose, work toward a solution where all can have some needs met.



# Strategies for Resolving Conflict



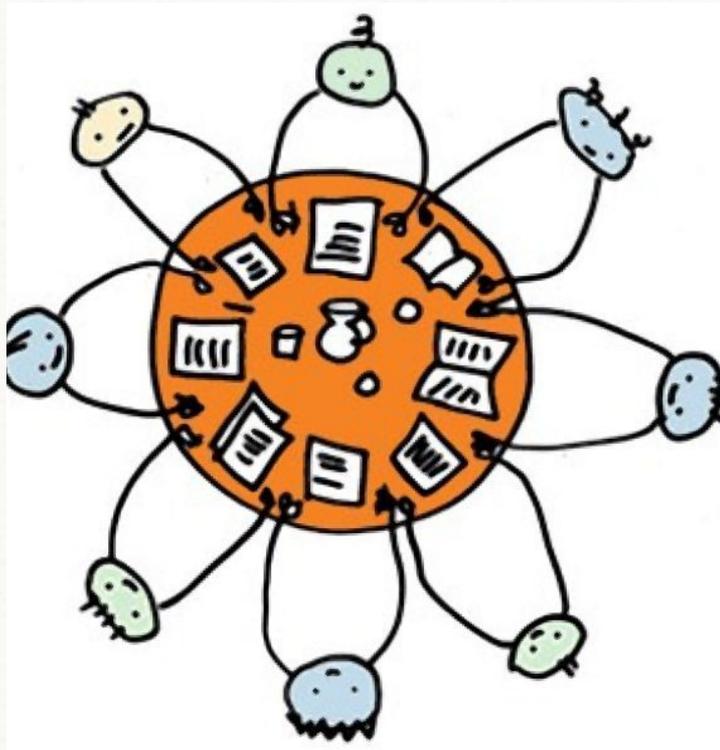
Allow an opportunity for each person to share his/her perceptions and feelings and what he/she wants or needs to resolve the conflict.

# Strategies for Resolving Conflict



**LISTEN** - Listen to learn and understand the perspective of others. Listen to the words and understand the complete message they are sending. Ask clarifying questions to make sure you understand what they are saying.

# Strategies for Resolving Conflict



Encourage participation from all involved in the conflict and limit the discussion to **ONLY** those directly involved in the conflict, unless a teacher, parent, or impartial adult is needed.

# Strategies for Resolving Conflict

- Avoid blaming or attacking others.
- Use “I-statements” to share personal opinions or thoughts.
  - Use “I” to describe how you feel or share your concerns.
  - Refer to the behavior not the person.
  - State how the behavior affects you.
  - State what needs to happen.



# Strategies for Resolving Conflict



Work collaboratively to negotiate next steps and resolutions.

# Strategies for Resolving Conflict



Establish a date or opportunity in the future to revisit the situation to assure the resolution is fair and allow for re-negotiation if needed.

## Closure:

Today we identified sources of conflict and methods for predicting and avoiding conflict when possible. We also practiced managing and resolving conflicts using nonviolent strategies. Violence has tremendous costs for individuals and for the society in which we live. Violent behavior is always a choice. Peace starts with each of us and sometimes we need to take the first step. As Gandhi once said, "We must be the change we wish to see in others."