

# MANAGING AND RESOLVING CONFLICT IN A POSITIVE WAY

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Conflict may be a traditional, and even healthy, a part of relationships. After all, 2 folks can't be expected to agree on everything in the least times. Since relationship conflicts are inevitable, learning to handle them in a very healthy approach is crucial. Once conflict is mismanaged, it will damage the relationship. However once handled in a very respectful and positive approach, conflict provides chance for growth, ultimately strengthening the bond between two folks. By learning the skills you wish for sure-fire conflict resolution, you'll be able to keep your personal and skilled relationships sturdy and growing Robarchek (1990).

The fundamentals of conflict resolution Conflict arises from variations. It happens whenever folks disagree over their values, motivations, perceptions, ideas, or desires. generally these variations look trivial, however once a conflict triggers sturdy feelings, a deep personal and relative would like is at the core of the problem got to feel safe and secure, a desire to feel revered and valued, or a desire for bigger closeness and intimacy.

## Recognizing and Partitioning Conflicting Desires

If you're out of bit along with your feelings around stressed that you simply will solely concentrate to a restricted variety of emotions, you won't be able to perceive your own desires. If you don't perceive your deep-seated desires, you'll have a tough time human activity with others and staying connected with what's very distressing you. For instance, couples typically argue concerning petty differences the approach she hangs the towels, the approach he components his hair rather than what's very bothering them (Blain et al., 1987). In personal relationships, an absence of understanding concerning differing desires may result in distance, arguments, and break ups. In geographic point conflicts, differing desires are typically at the guts of bitter disputes. After you will acknowledge the legitimacy of conflicting desires and become willing to examine them in an atmosphere of compassionate understanding, it opens pathways to inventive drawback resolution, team building, and improved relationships. After you resolve conflict and disagreement quickly and painlessly, mutual trust can flourish Webb (1986).

## Successful Conflict Resolution Depends on your Ability To

1. Manage stress whereas remaining alert and calm. By staying calm, you'll be able to accurately scan and interpret verbal and nonverbal communication.
2. Management your emotions and behavior. Once you're au fate of your emotions, you'll be able to communicate your desires while not threatening, horrifying, or gruelling others.
3. Concentrate to the sentiments being expressed further because the spoken words of others.
4. Remember of and respectful of variations.
5. By avoiding disrespectful words and actions, you'll be able to resolve the matter quicker.

## Healthy and Unhealthy ways in which of Managing and Partitioning Conflict

Conflict triggers sturdy emotions and might cause hurt feelings, disappointment, and discomfort Pondy (1966). Once handled in unhealthy manner, it will cause irreparable rifts, resentments, and breakups. However once conflict is resolved in a very healthy approach, it will

increase our understanding of one another, builds trust, and strengthens our relationship bonds Gibson (1990).

### **Unhealthy Responses to Conflict are characterised by**

1. An inability to acknowledge and answer matters of nice importance to the opposite person
2. Explosive, angry, hurtful, and rancorous reactions
3. The withdrawal of affection, leading to rejection, isolation, shaming, and worry of abandonment
4. The expectation of dangerous outcomes
5. The worry and turning away of conflict

### **Healthy Responses to Conflict are characterised by**

1. The capability to acknowledge and answer necessary matters
2. A readiness to forgive and forget
3. The flexibility to hunt compromise and avoid gruelling
4. A belief that resolution will support the interests and desires of each party

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