

TEN STEPS IN THE COLLABORATIVE STYLE OF HANDLING CONFLICT

Steve Thomas
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1. Whenever we have a disagreement, we must first acknowledge the presence of the conflict and our share of responsibility for the disagreement.
2. We must seek agreement with the other person(s) as to the exact nature of our conflict.
3. At this point we must rule out the possibility that the conflict results from a simple misunderstanding.
4. If not, we should take the initiative and explain (reveal) to others that our proposal was made because of certain needs which must be met for us. We must state those needs as accurately as possible and be certain that they are not merely wants. (Wants do not carry equal weight as needs.)
5. Ask the other person to share their needs (or wants) as clearly as you have stated yours.
6. List the needs of all parties who are involved in the conflict.
7. Explore any possible solutions which might satisfy the needs of all parties to the conflict.
8. Select the solution which seems to serve best the needs of all persons.
9. Agree to support and implement the selected solution to the best of your ability.
10. Agree to re-evaluate your solution at a later date. If the agreed upon solution does not seem to be meeting the needs of all concerned as well as anticipated, repeat the first nine steps.

Conflict resolution which is achieved in this manner will foster harmony in the home, the business or the church. It is a form of behavior which is based on scriptural laws. It is the Christian way to handle conflict.