

## Epup free Module 3 managing conflict and workplace relationships (Read Only)

2 consider the team the next step is to consider the wider team conflict may show up at an individual level but these individuals are part of a wider organizational system the key to successfully managing conflict is choosing the right style for each situation for instance it might make sense to use avoidance or accommodation to deal with minor issues while critical disputes may call for a more assertive approach like a competitive conflict management style the third conflict resolution strategy is accommodation in which you acquiesce to the other party's needs use accommodating in instances where the relationship matters more than your goal for example if you pitch an idea for a future project in a meeting and one of your colleagues says they believe it will have a negative impact you key points assertiveness and boundaries are a powerful combination in managing conflict when you are being nonjudgmental and cultivate compassion collaboration increases practice active 1 analyze the conflict download article finding out the source of a conflict is the key to solving it workplace conflicts can seem very complicated when in reality there are typically 1 or 2 main causes think carefully about the situation to pinpoint the central issues at the heart of the conflict having studied conflict management and resolution over the past several years the author outlines seven principles to help you work more effectively with difficult colleagues 1 understand when conflict is mismanaged it can cause great harm to a relationship but when handled in a respectful positive way conflict provides an opportunity to strengthen the bond between two people whether you're experiencing conflict at home work or school learning these skills can help you resolve differences in a healthy way and build be proactive leaving someone out of an email chain making an inappropriate remark or speaking over people in a meeting conflict often starts with small disagreements that escalate fast so if you 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be heard facilitating a fair equitable space for discussion and limiting the potential for unproductive practices conflict resolution is an agreement reached when all or most of the issues of contention are cleared up pruit kim 2004 further conflict management is a product of successful problem solving in which the parties have worked out ways to de-escalate conflict and avoid future escalations 1 create and maintain a bond with your adversary conflict by definition is when a difference of perspectives is characterized by tension emotion and polarization it arises when human bonds are broken and people experience feelings such as loss frustration and grief real or anticipated martin euwema and lourdes munduate doi.org/10.1093/acrefore/9780190236557.013.5 published online 28 june 2017 summary conflicts are part of nature and certainly part of human relations between individuals as well as within and between groups conflicts occur in every domain of life family work and society local and global conflict resolution strategy 1 recognize that all of us have biased fairness perceptions both parties to a conflict typically think they're right and the other side is wrong because they quite literally can't get out of our own heads managing conflict 15 resources conflict is an inevitable part of life however when managed well it can be a positive force for change and understanding in a team use these resources to discover the different things that often cause conflict in the workplace and how to manage and resolve it effectively explore managing conflict topics although open communication collaboration and respect will go a long way toward conflict management the three types of conflict can also benefit from targeted conflict resolution tactics claim your free copy the new conflict management 1 accommodating an accommodating mode of conflict management tends to be high in cooperation but low in assertiveness when you use this style you resolve the disagreement by sacrificing your own needs and desires for those of the other party the following conflict resolution strategies are practices you can implement in your workforce whether you are managing conflict between your employees or you are experiencing a disagreement 1 find a neutral space a neutral safe space is an important primary step in conflict resolution have the conflicting parties meet in a neutral

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