



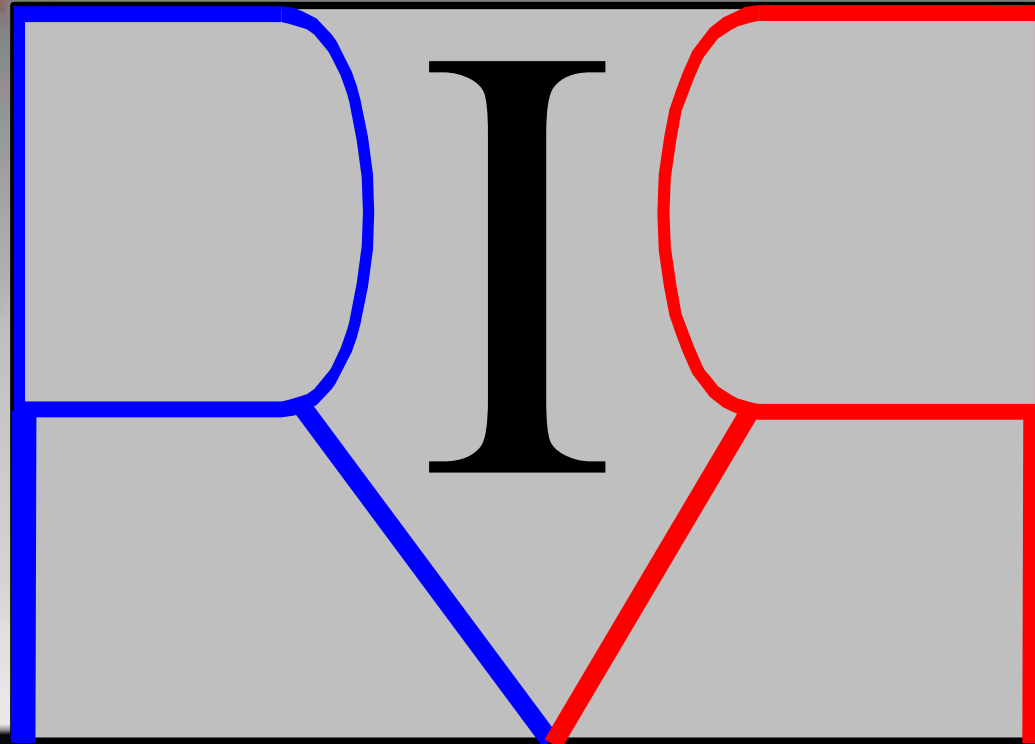
Deep Release Online
Professional Training for Counsellors

RESOLVING RELATIONSHIP CONFLICT

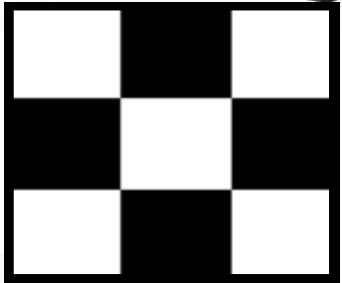


Dr Chris Andrew : Tuesday 17th November 2020

RELATIONSHIP – ISSUE - RELATIONSHIP



THE TWO HALVES OF THE BRAIN



> "No!"

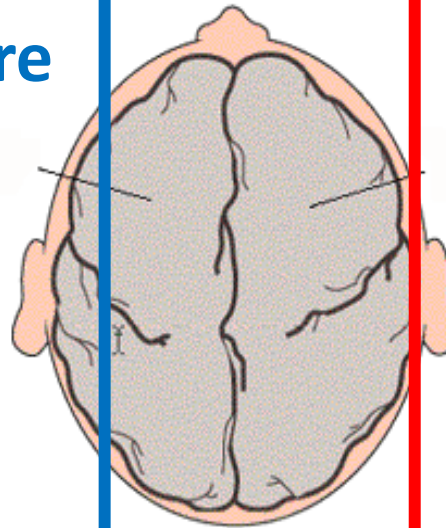
The Left Hemisphere

LOGICAL

LEGAL

LINEAR

LINGUISTIC



The Right Hemisphere

RELATIONAL

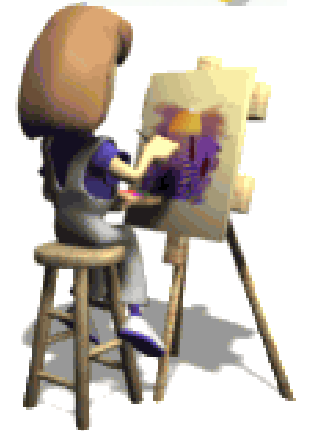
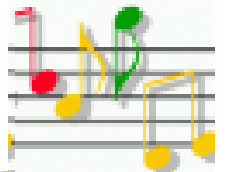
ARTISTIC

RELEASING

RESPONSIVE

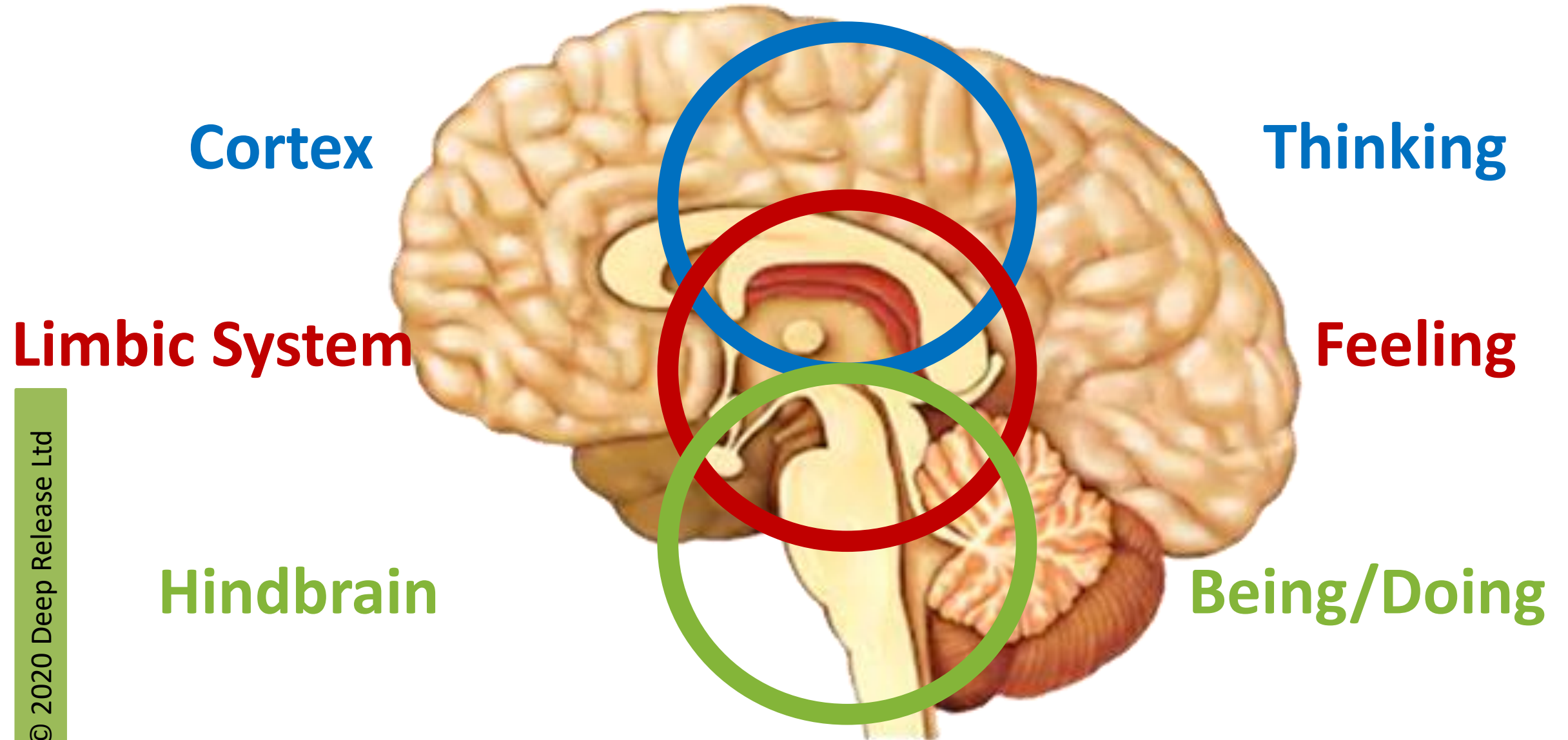
REACH FOR THE STARS

RISK-TAKING

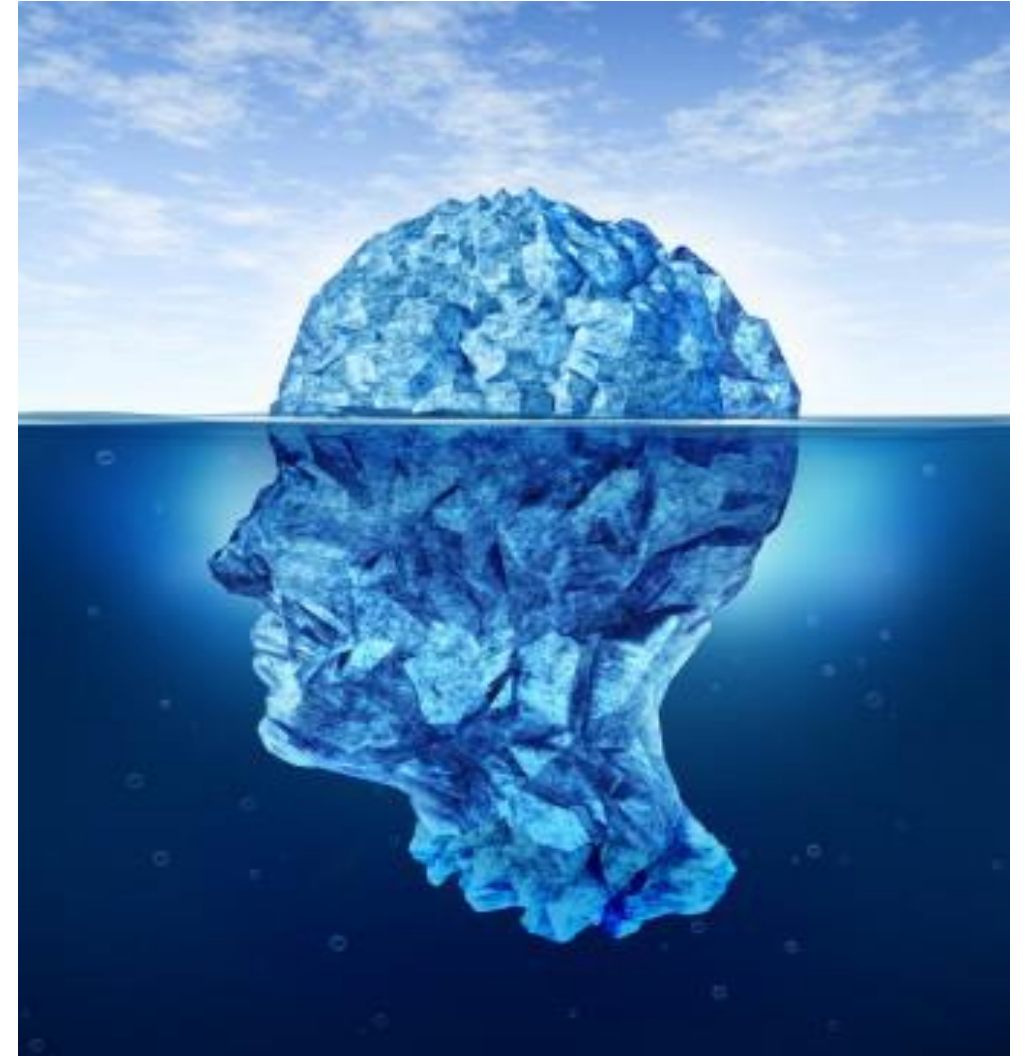
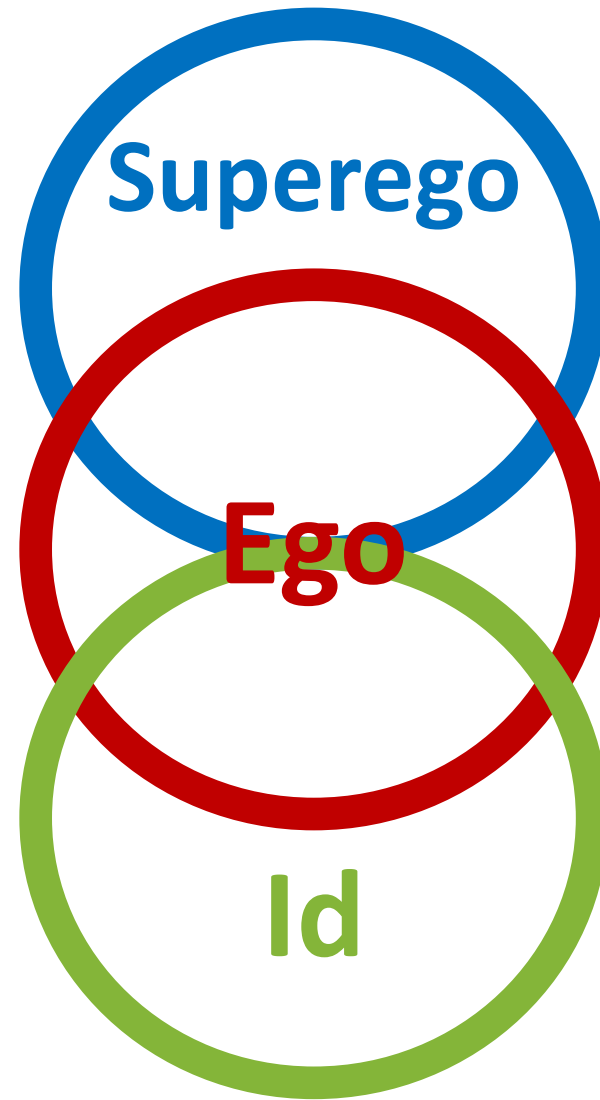
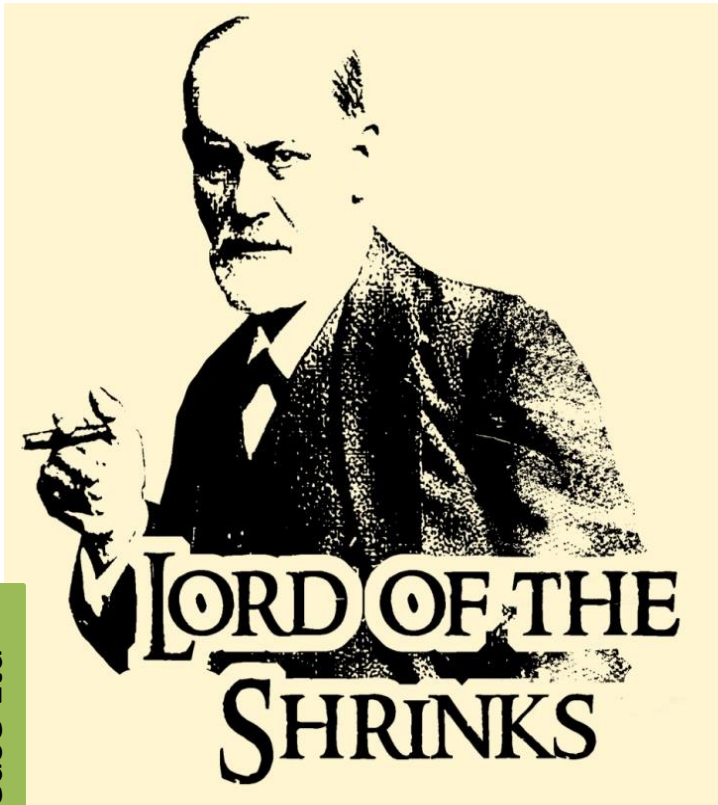


< "Why Not?"

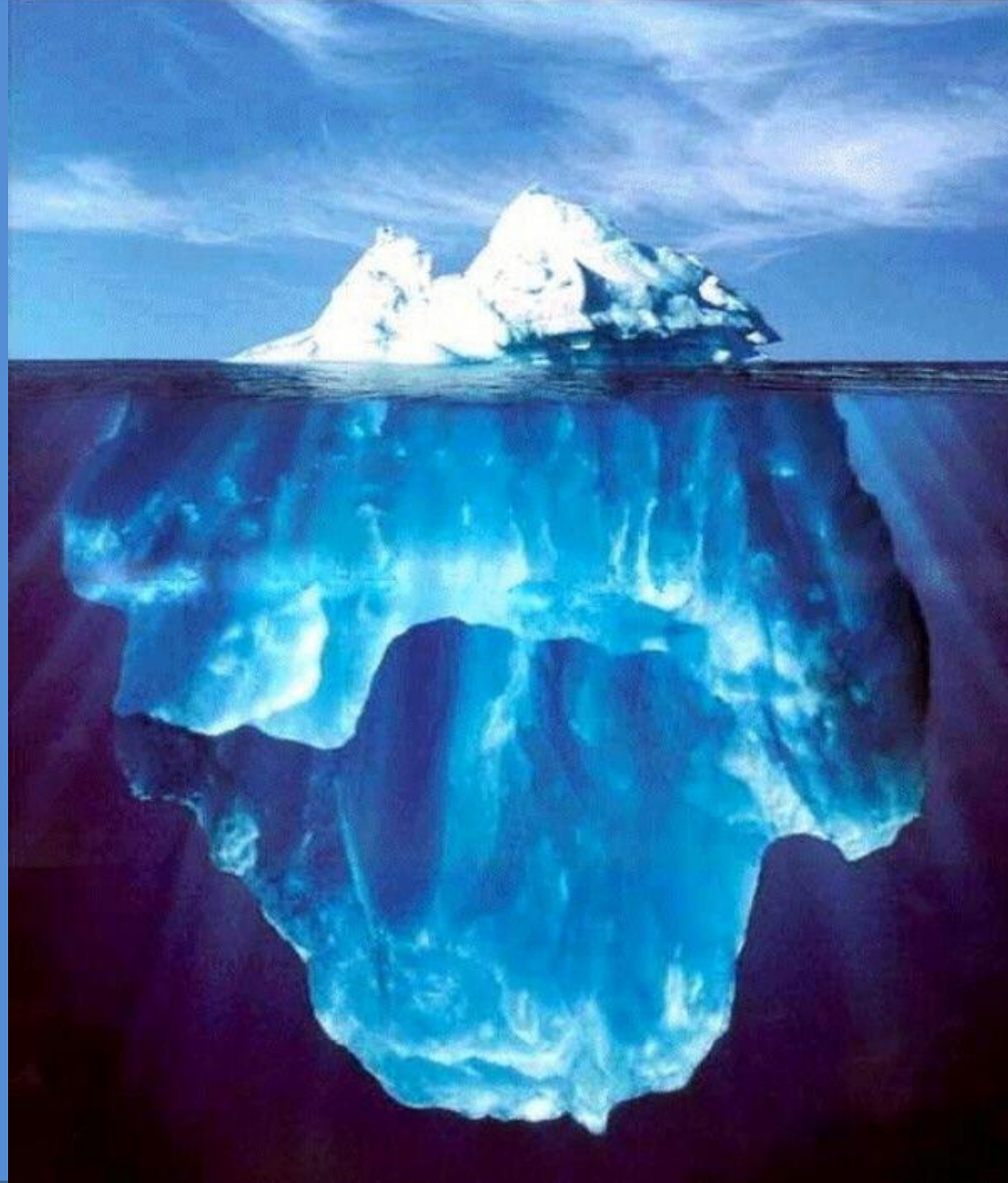
THREE LEVELS OF MIND



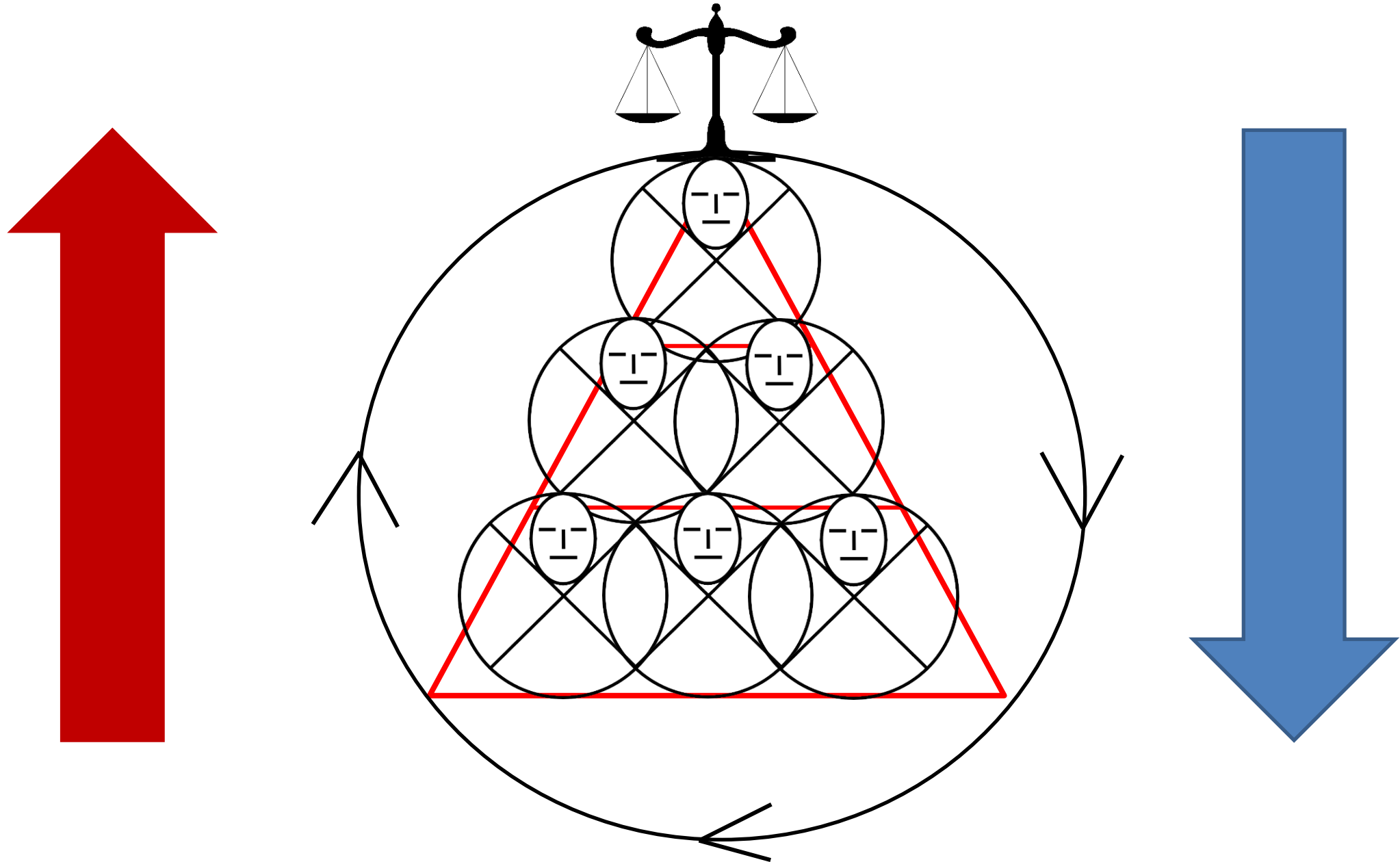
FREUD'S THEORIES

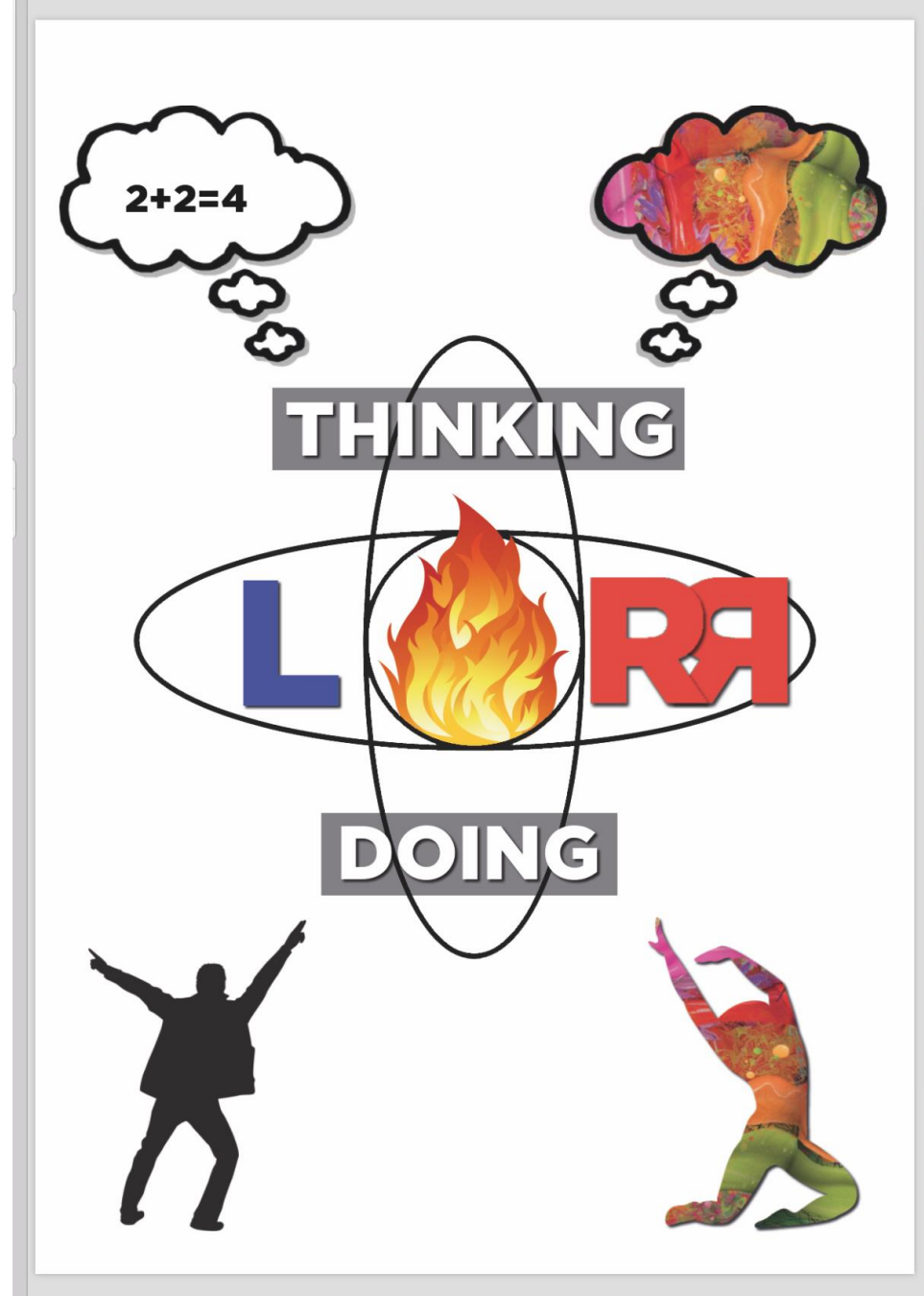


REALMS OF THE UNCONSCIOUS

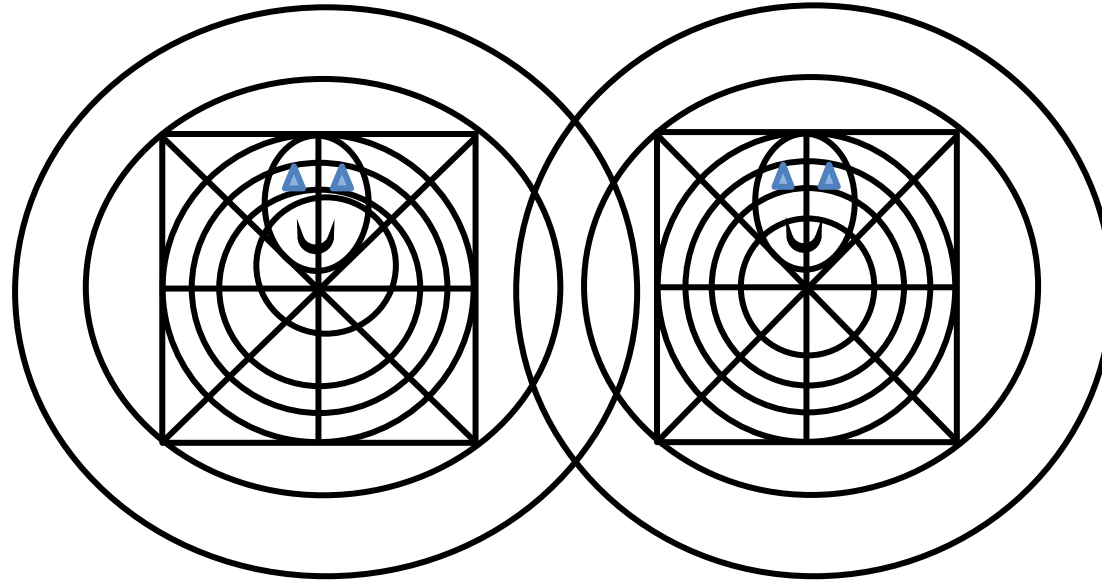
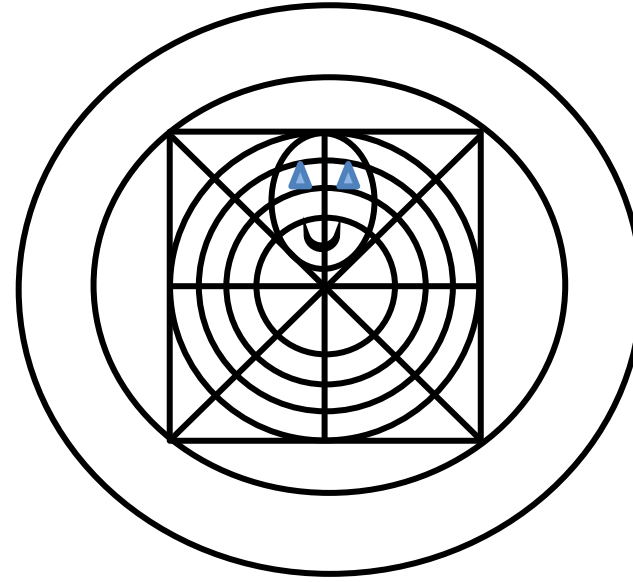
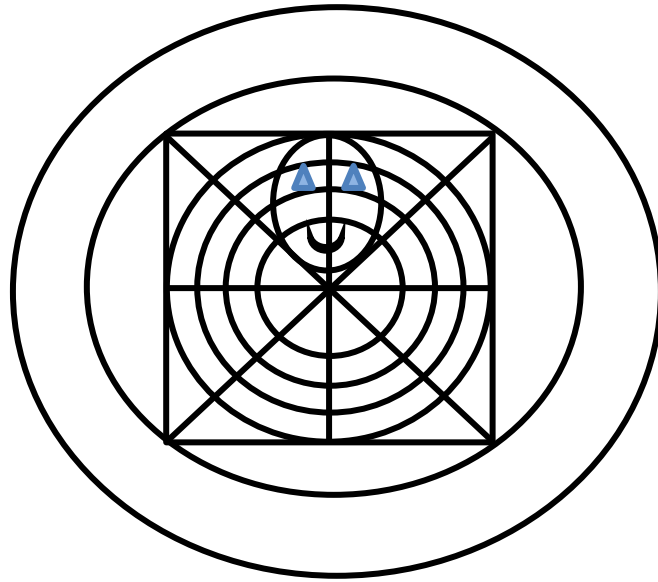


POWER TOWER

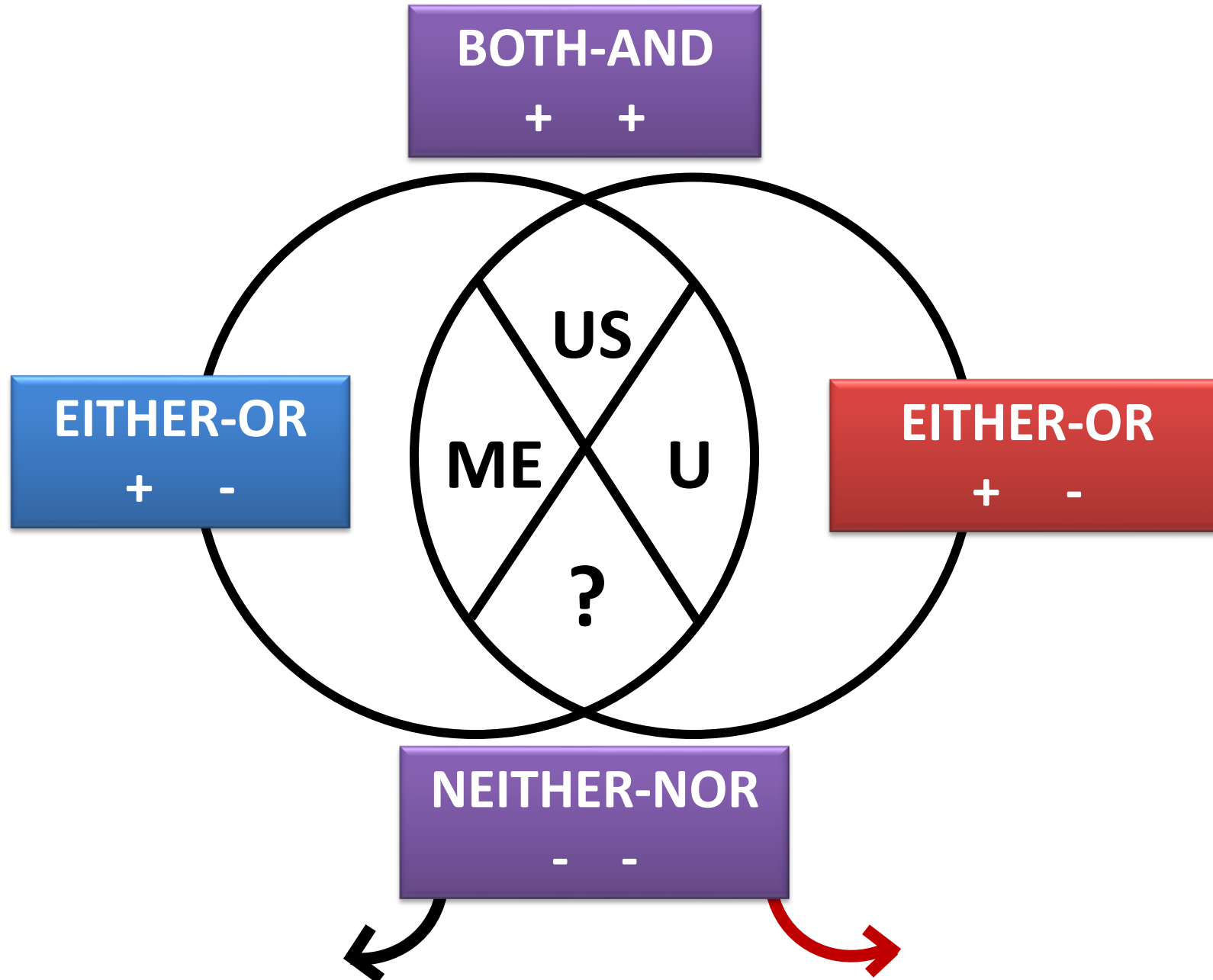




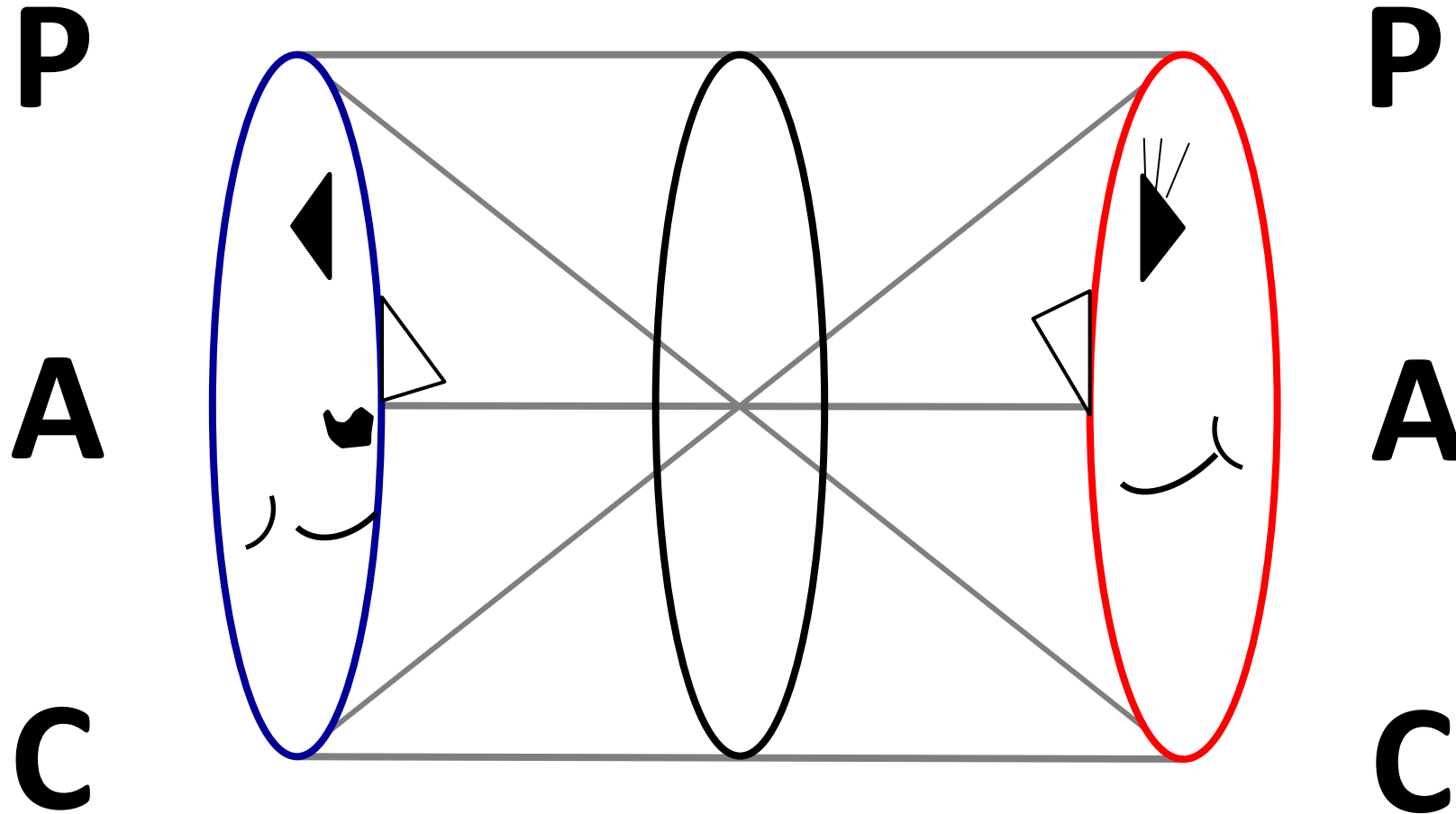
APPROACH - AVOIDANCE

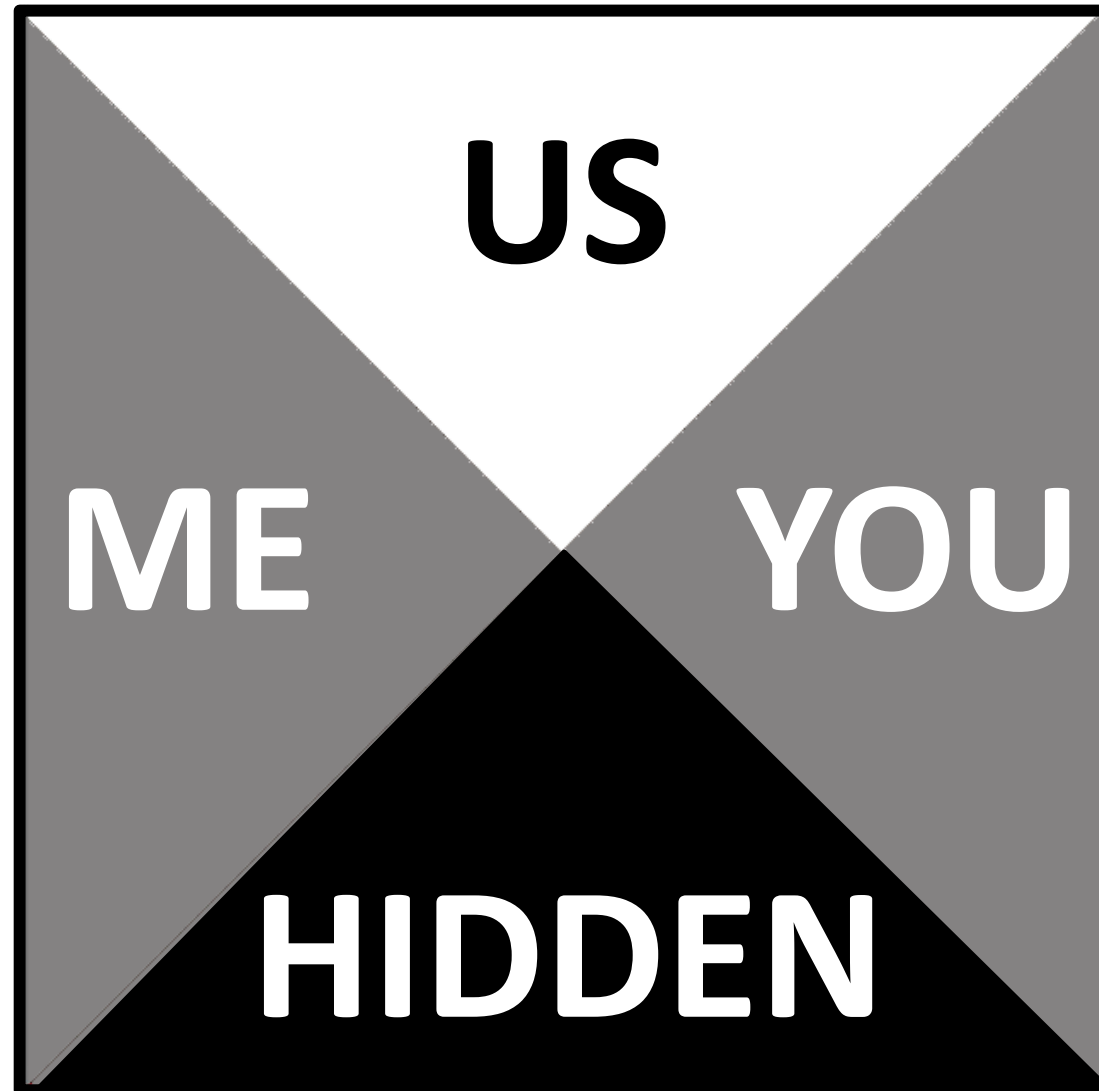


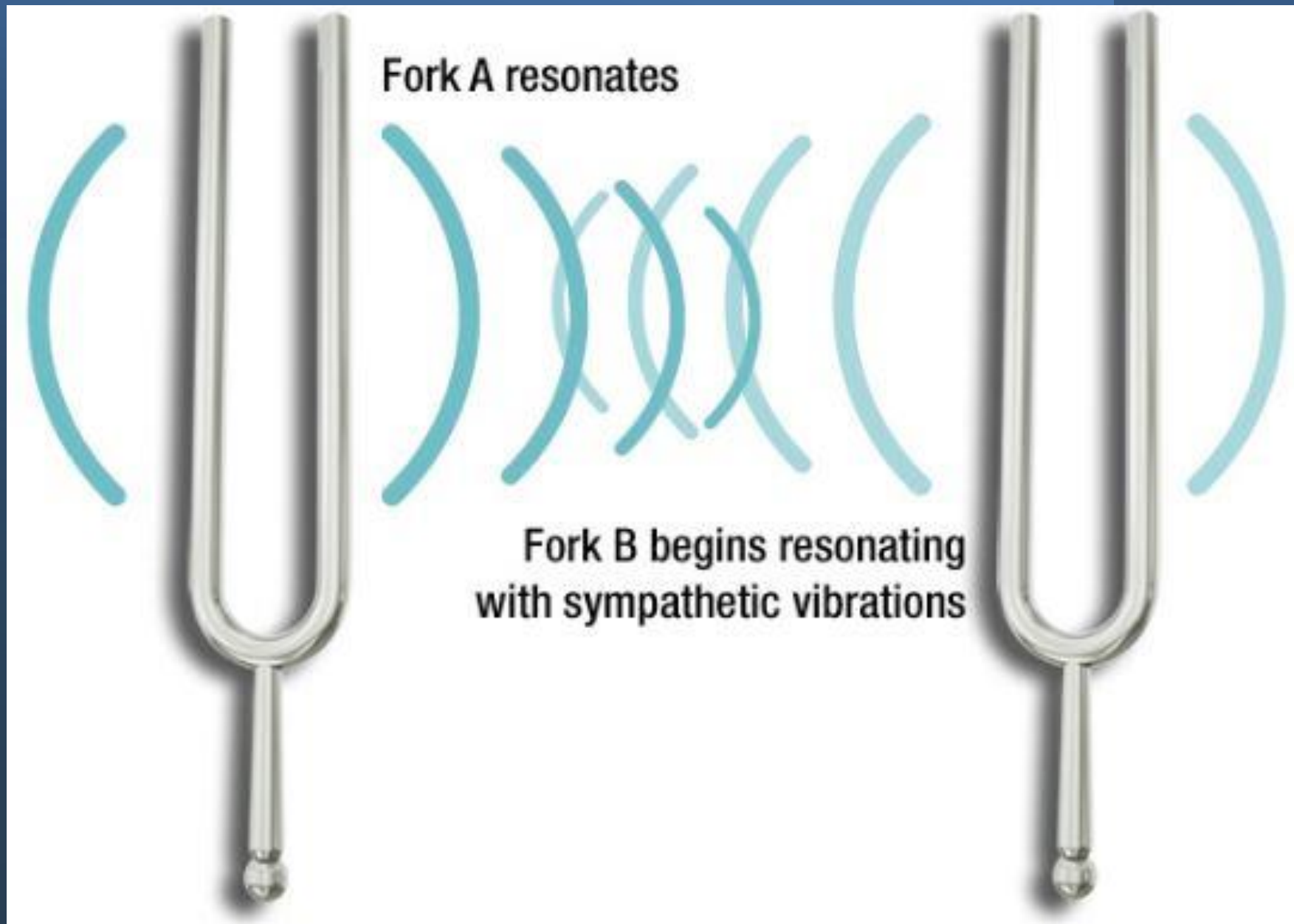
EITHER - OR... NEITHER - NOR



SIMULTANEOUS 2-WAY COMMUNICATION



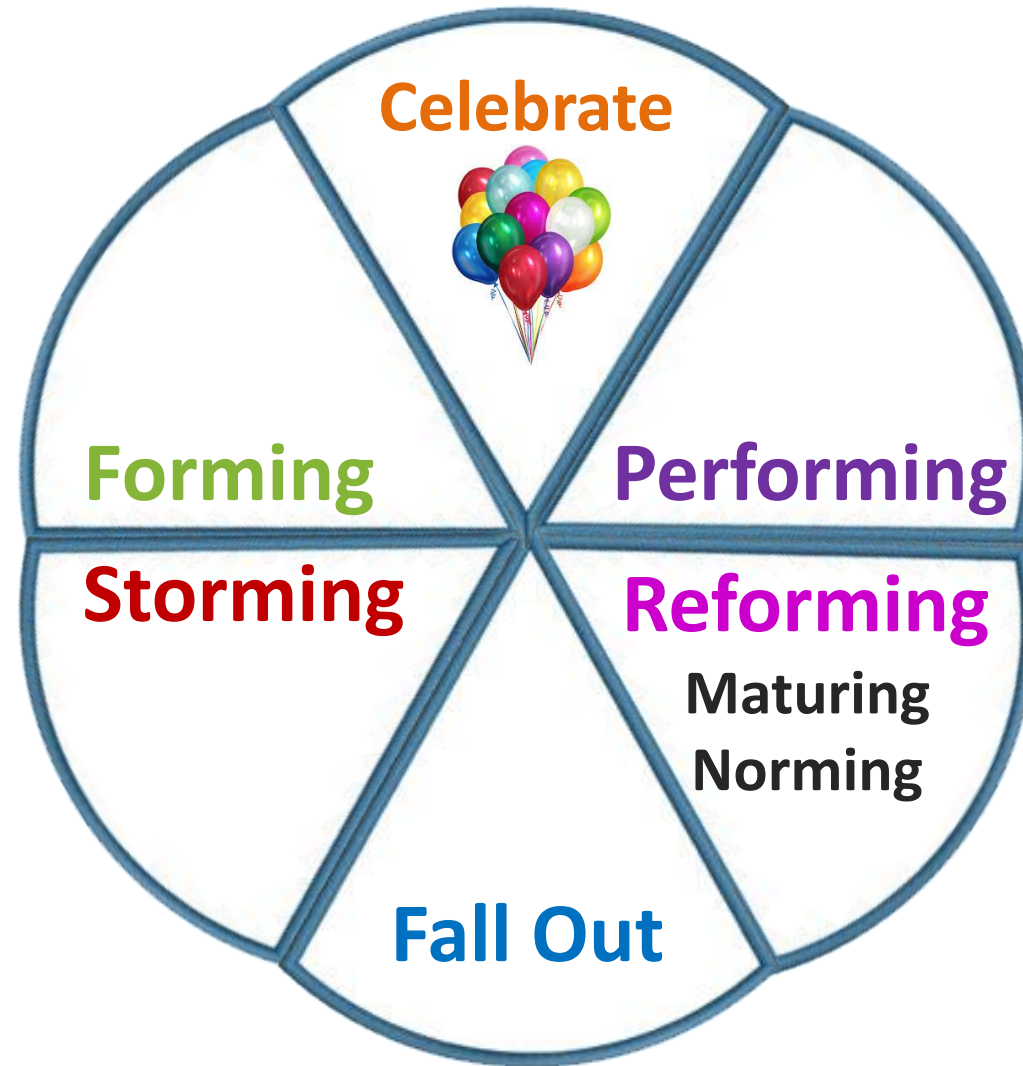


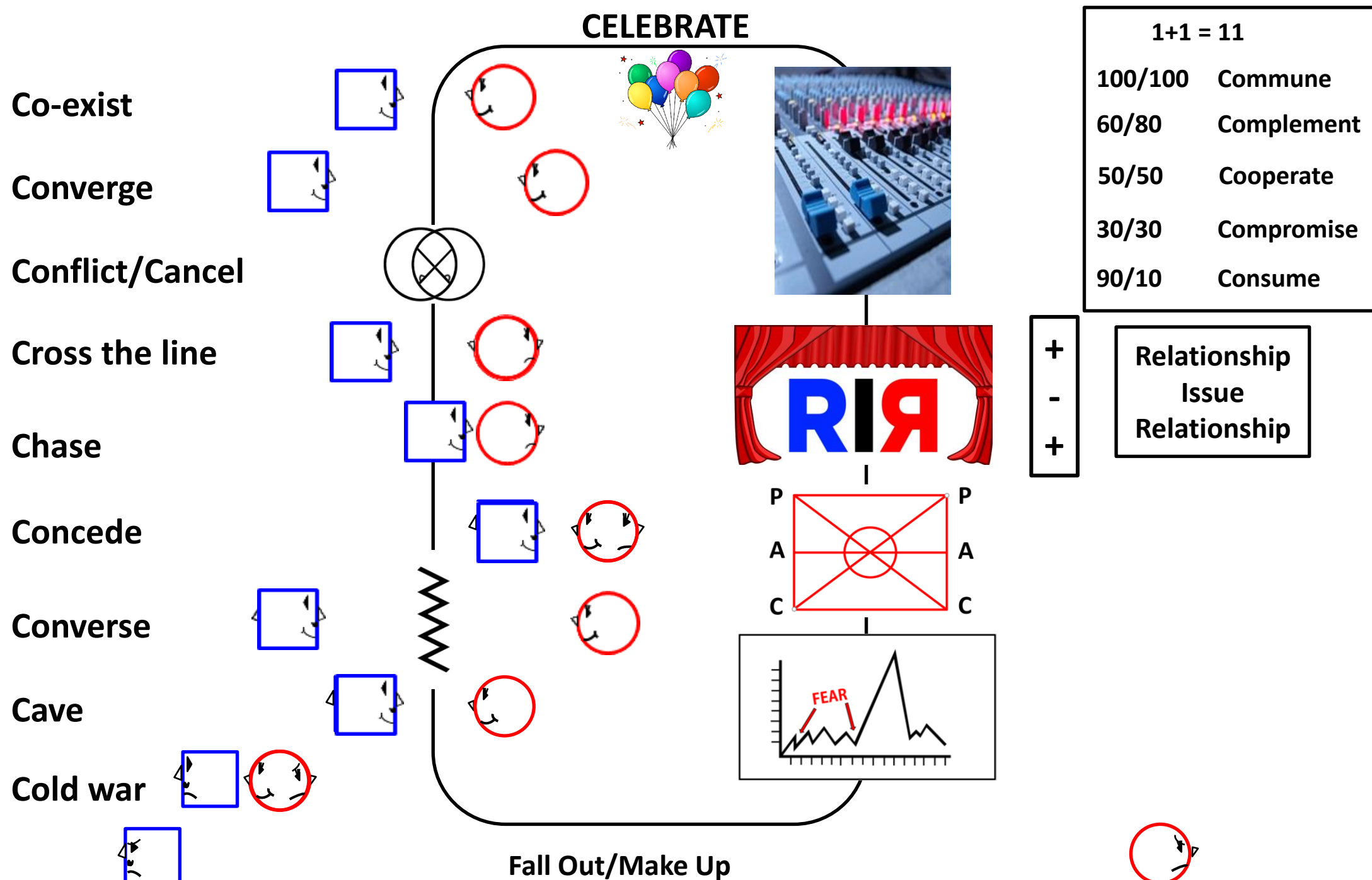






BRUCE TUCKMAN MODEL





ATTACHMENT ISSUES

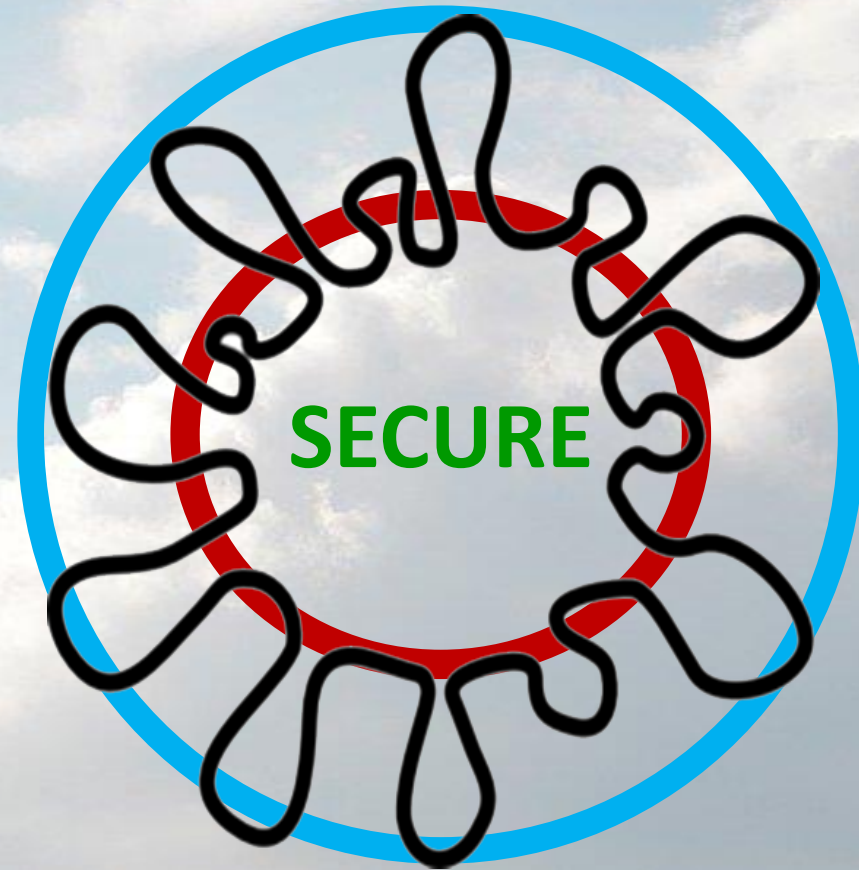
INSECURE

SECURE

Dependent

Avoidant

Ambivalent



KONVERSATION KILLERS!

Not Listening
(waiting to speak)

**Keeping the
Microphone**

**Talking over
People**

**It's all about
me!**

**Off at a
Tangent**

TA 'Fouls'

WHEN IS ENOUGH ENOUGH?



Play on...?



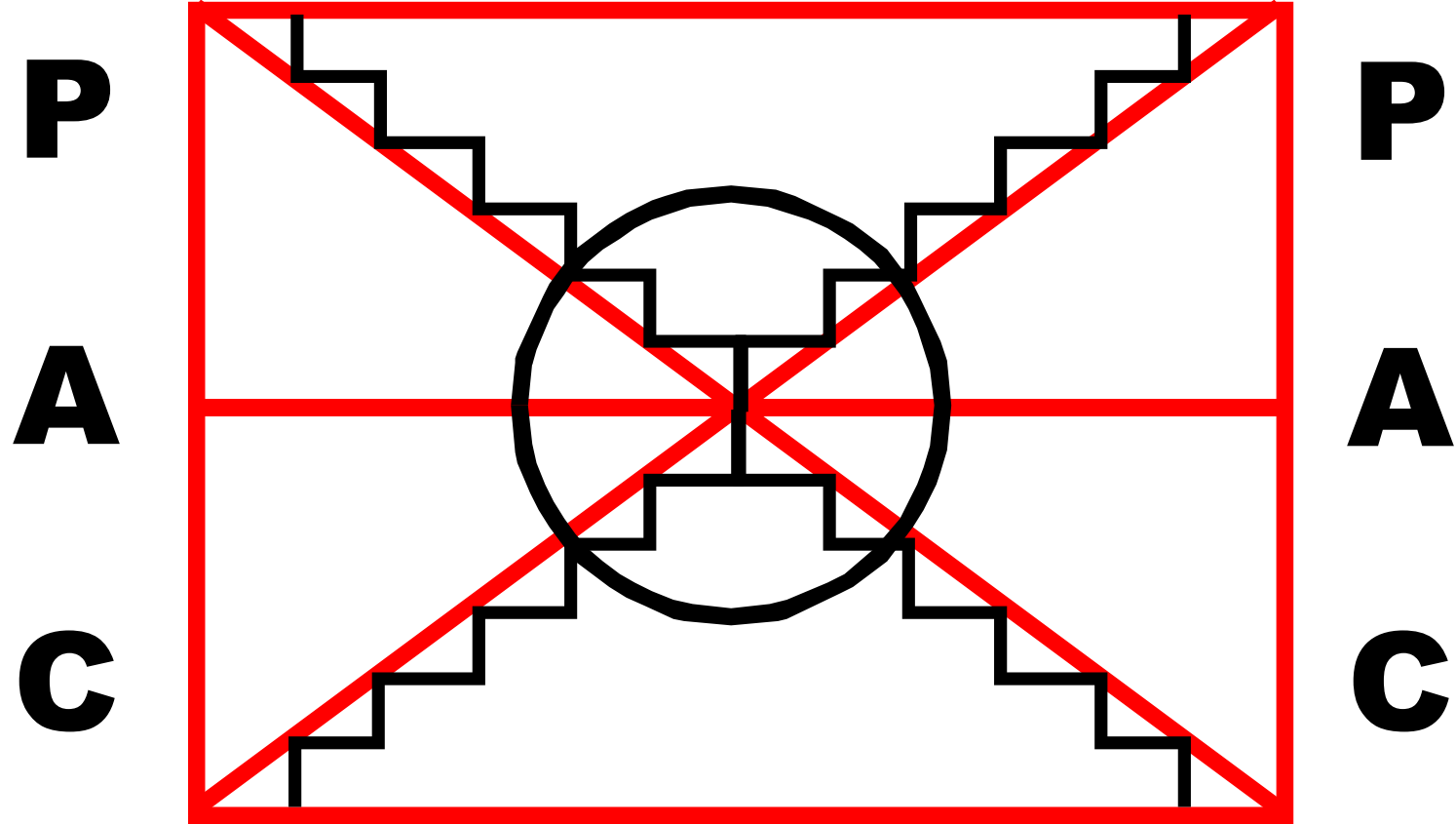
Yellow Card...

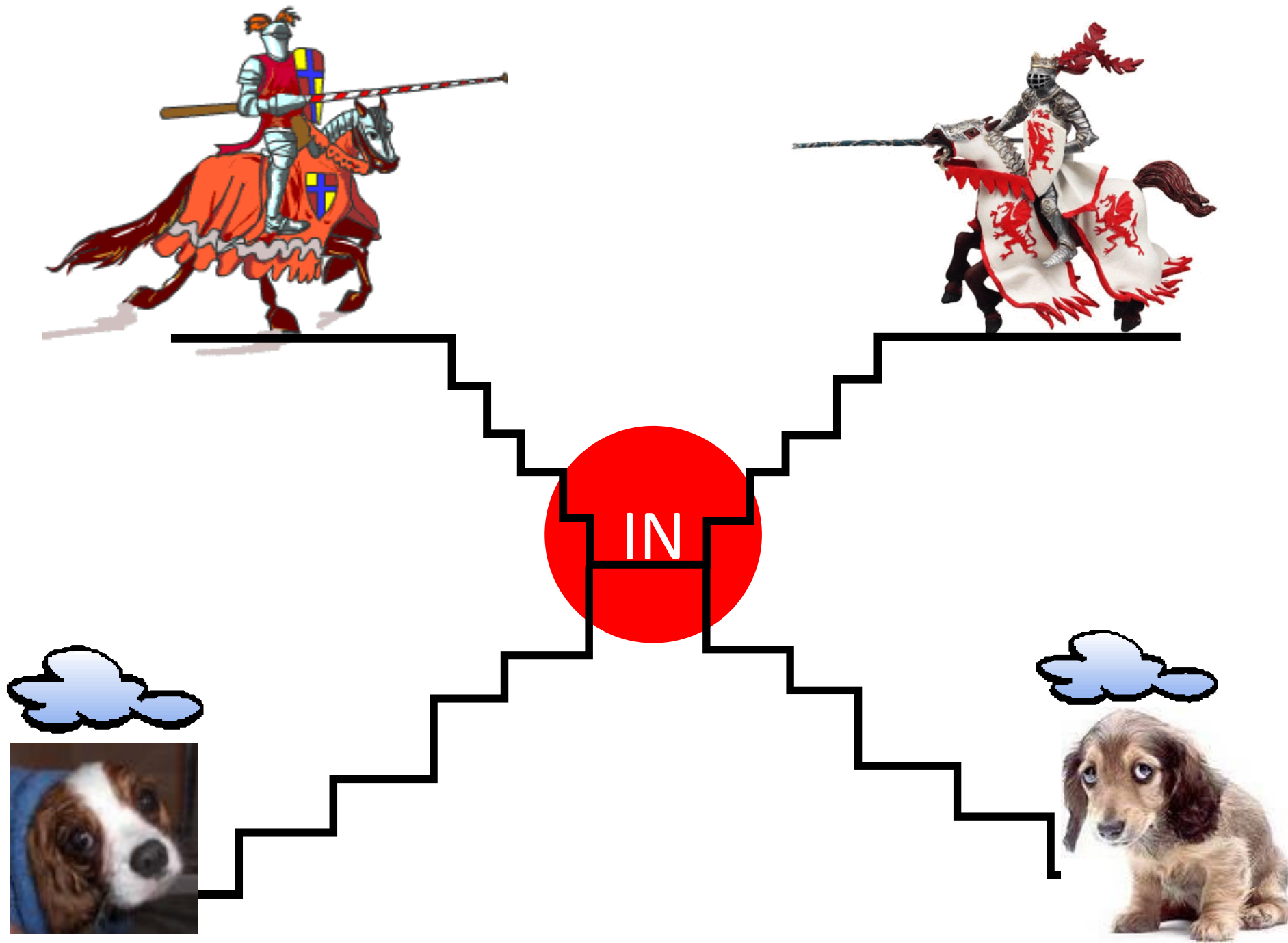


Red Card...



THE CLIMBING FRAME

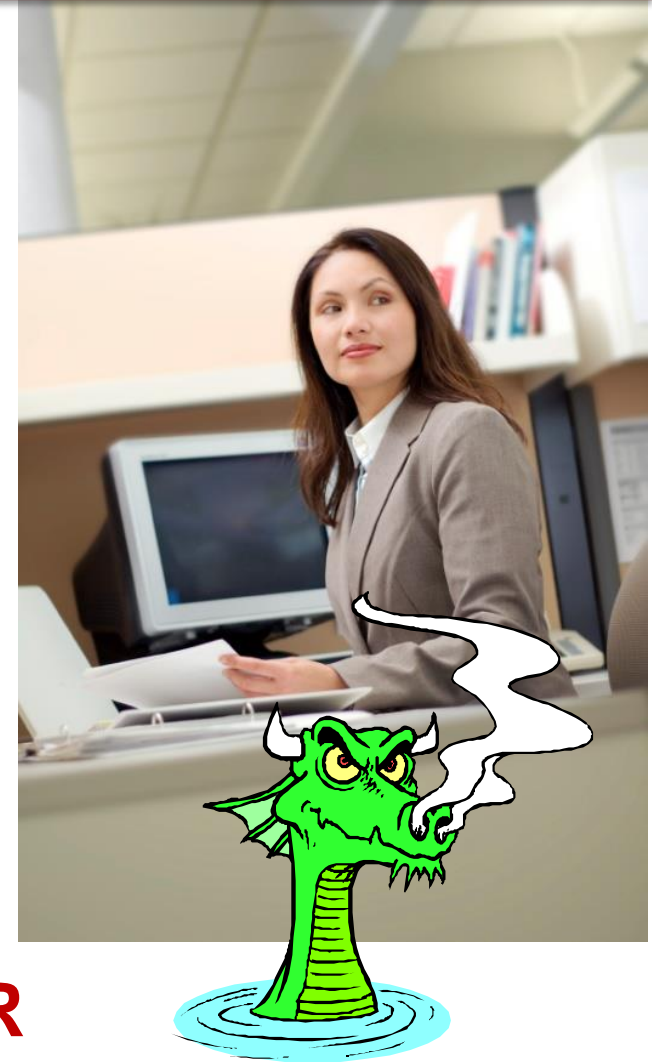




Fears of Confronting



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How will I come across?



I'll be too strong...

I'll hurt them...



How will I come across?

I'll be too weak...



**I'll be too
anxious to
“make it all right”...**



How will I come across?



I'll freeze and be tongue-tied...



I don't have the stature...

And how will *they* be to *me*?

How they will be with me...?

They'll deny there is a problem...



**I'll lose the relationship...
(my job)**

They'll collapse into Hurt Child



They'll gang up on me

They'll hit back at me too strongly...



They'll say they were only kidding

They'll say I'm over-reacting

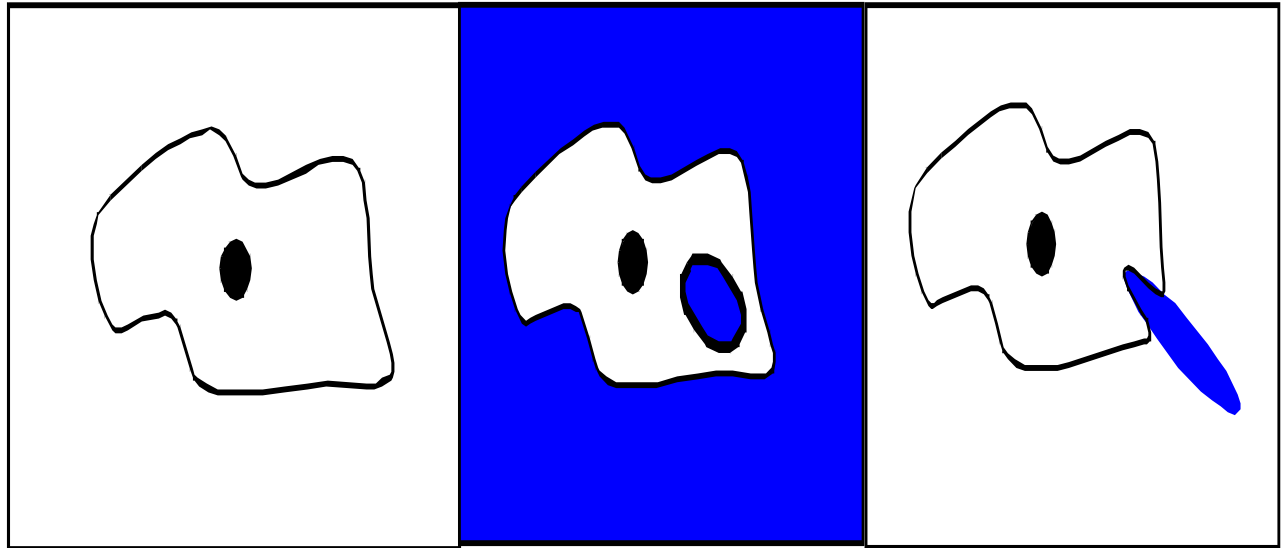
They'll despise, reject me...





Classic Triad

DENY
SPLIT
PROJECT







GET THE ANGER OUT SAFELY!

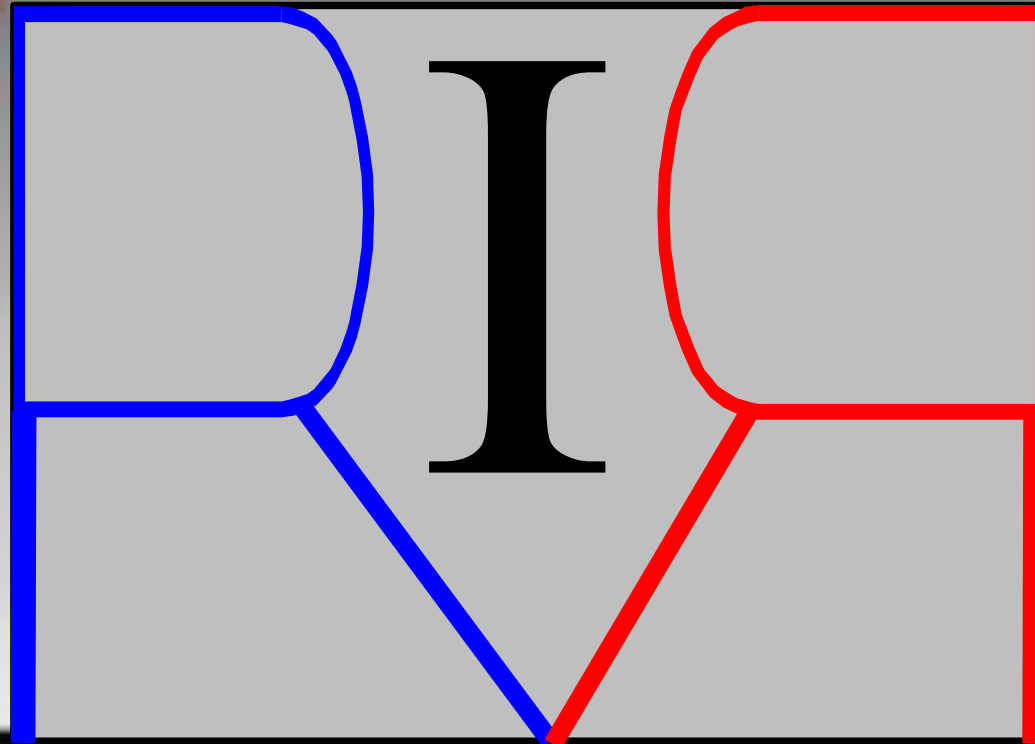


Find a safe place (way) to unload your angry feelings before you launch in!

Do some chair work to explore your own side of things, and to try and connect with the other person's viewpoint.



RELATIONSHIP – ISSUE - RELATIONSHIP



The Caring Confrontation Contract (David Augsburger: *Caring Enough to Confront*)

- **I want to get our relationship right...**
- **I want to give you a chance to express your side...**
- **I want to give you the freedom to express your real feelings...**
 - **I'll try my best to understand your viewpoint (put myself in your shoes...)**
 - **I'll try not to manipulate you, pressure you or distort the differences between us...**
 - **I'll try to stay with the discussion until we've worked things through to a place of mutual understanding...**
- **... but there are some deep issues between us...**
- **... but I also want you to hear my side clearly...**
- **... and I want you to allow me to express mine...**
- **... and I want you to try and understand my viewpoint...**
- **... and I want your clear, unpressured, honest view of our differences...**
- **... and I want you to keep working with me until we reach this place...**

Daring to Risk It...



RIGHT ARM:

But... we have a
problem

All Right Arm...

- Confrontational
- Can appear aggressive
- Likely to provoke defensiveness
- 'War'

IDEALLY THE LEFT-
RIGHT-LEFT
"SANDWICH"
IS MOST LIKELY TO
PRODUCE
AN OPTIMUM
OUTCOME



LEFT ARM:

I value our relationship

All Left Arm...

- Don't confront the issue
 - People-pleaser?
- Likely to increase distance
 - Feelings likely to fester
 - 'False peace'

Conflict Resolution

- The most effective method of resolving conflict is **Caring Confrontation**.
- If this doesn't work, move to **Cooperative Compromise**, a temporary solution which enables you to move back towards Caring Confrontation.
- If this fails, then move towards **Yield to Keep the Relationship**.
- This is an intermediate stage which enables you to build the relationship so that more effective conversations and negotiations can follow.



Conflict Resolution

- If this is rejected, move to **Win-Lose**. This affirms your goals even if you lose the relationship. The hope is still that you will be able to restore the relationship later.
- If all of these prove ineffective, the last choice is to **Leave and Lose/Win**. This is the point of having to withdraw from the relationship altogether, respecting the other person's right to reject our attempts to resolve our issues.

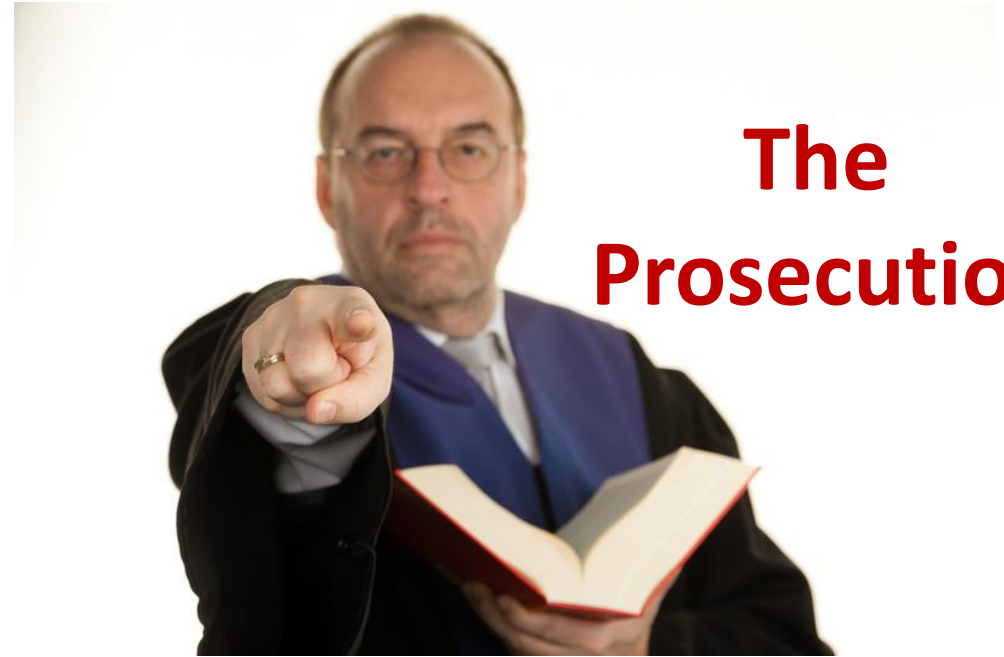


Hopefully it's not the end of the story...

GOING TO COURT



**Judge
and
Jury**



**The
Prosecution**



**The
Defence**

GOING TO COURT



Advocacy



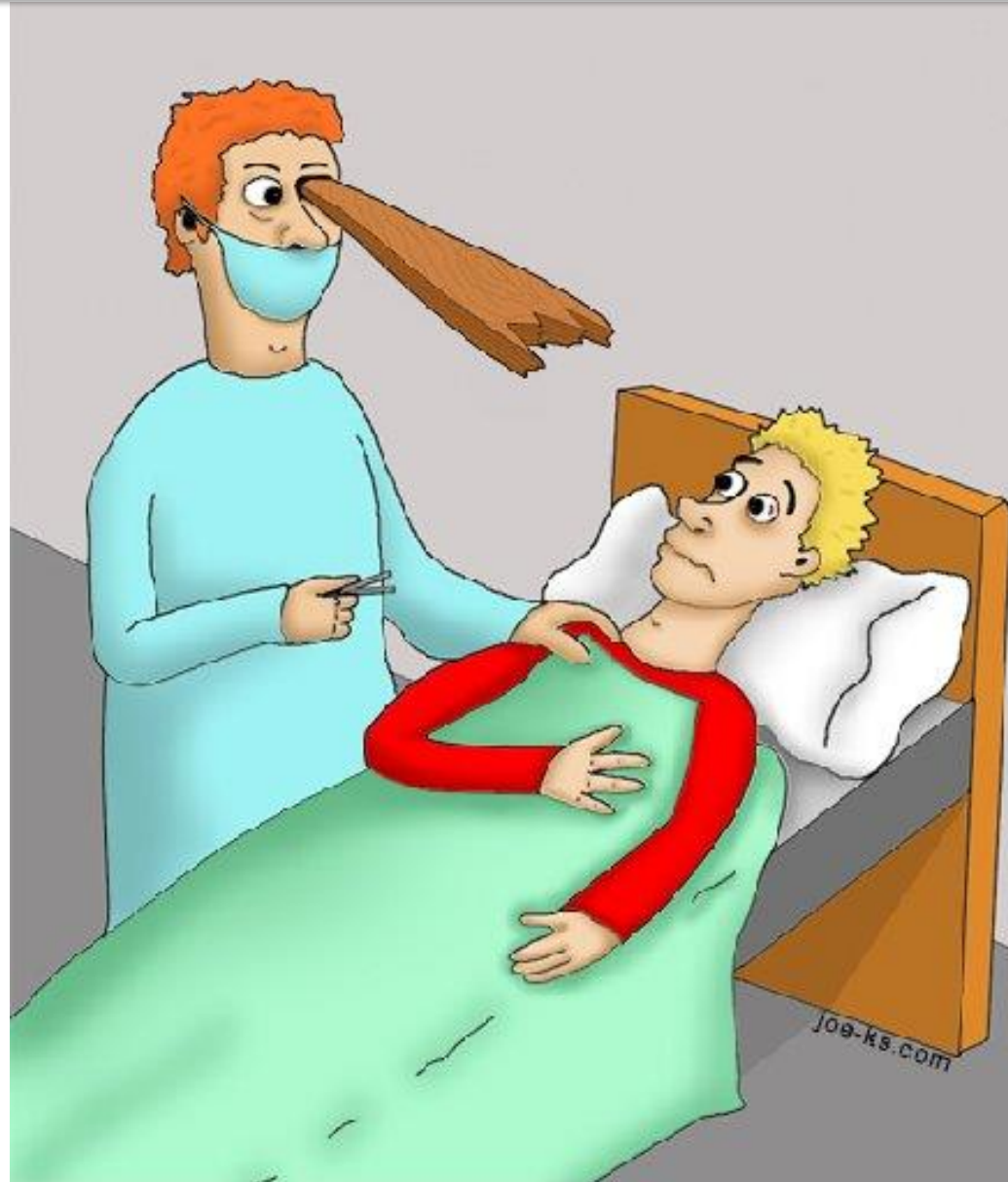
Judgement

UNFORGIVENESS

***Unforgiveness is like drinking poison
and expecting the other person to die.***



PLANKS AND SPLINTERS



Let me take that speck out of your eye.

What about FORGIVENESS?

When forgiveness....

denies that there is anger...

acts as if it never happened....

smiles as though it never hurt...

fakes as though it's all forgotten...

Don't offer it

Don't trust it

Don't depend on it

It's not forgiveness... It's just fantasy





FORGIVENESS
doesn't mean...

- it didn't hurt
- it doesn't matter
- I'm over it
- you may do it to me again
- there aren't consequences

What about FORGIVENESS?

What do we do...

- **When the person won't take personal responsibility...?**
- **When they won't seek help to change...?**
- **When they keep repeating the same offence...?**
- **When they say sorry, but nothing ever changes...?**



Daring to Risk It...

There is never a “right time”!



Don't let the sun go down...

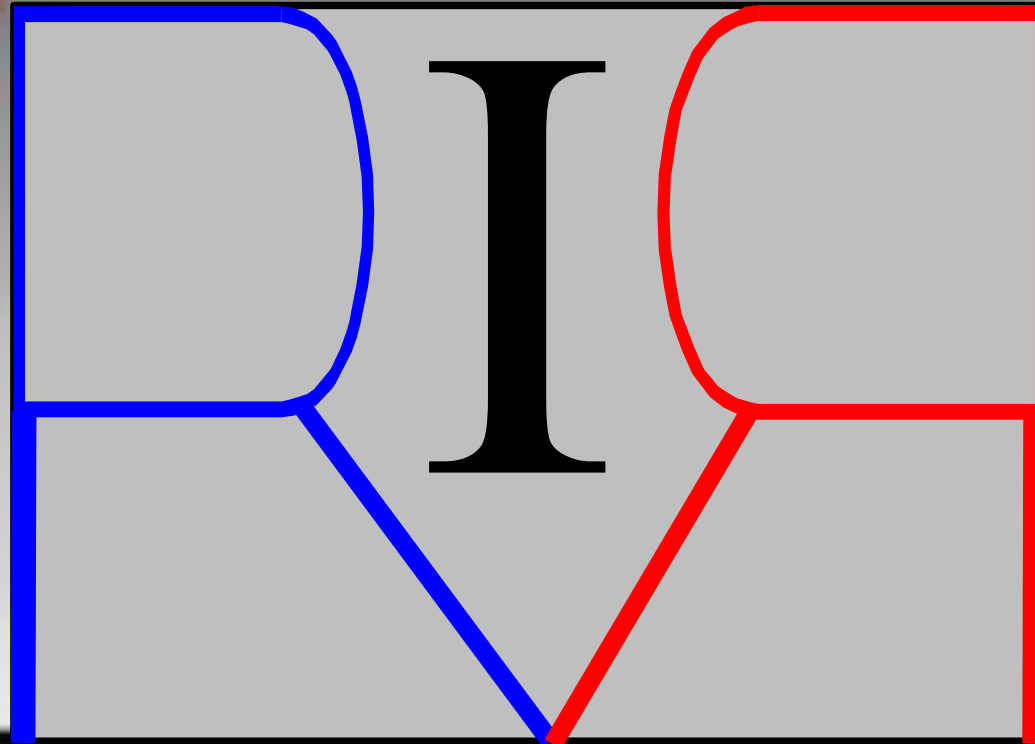


GIVING FEEDBACK : www.ebi

- What went well? *Positive Feedback*
- Even better if? *Areas for Improvement*
- Are we ok now? *Check it out*
- Are we still ok? *Check it out again later*



RELATIONSHIP – ISSUE - RELATIONSHIP



Sometimes I just want
someone to hug me and say,
“I know it’s hard. You’re going
to be okay. Here is chocolate
and 6 million dollars.”



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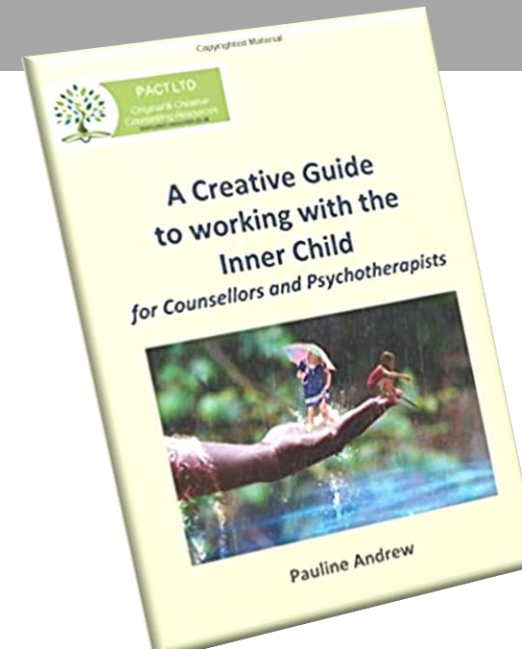
ROLES PLAYED IN FAMILIES CARDS



CORE NEEDS IN FAMILIES CARDS



ROLES PLAYED IN ANGER CARDS



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please....



we'd love to hear from you



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