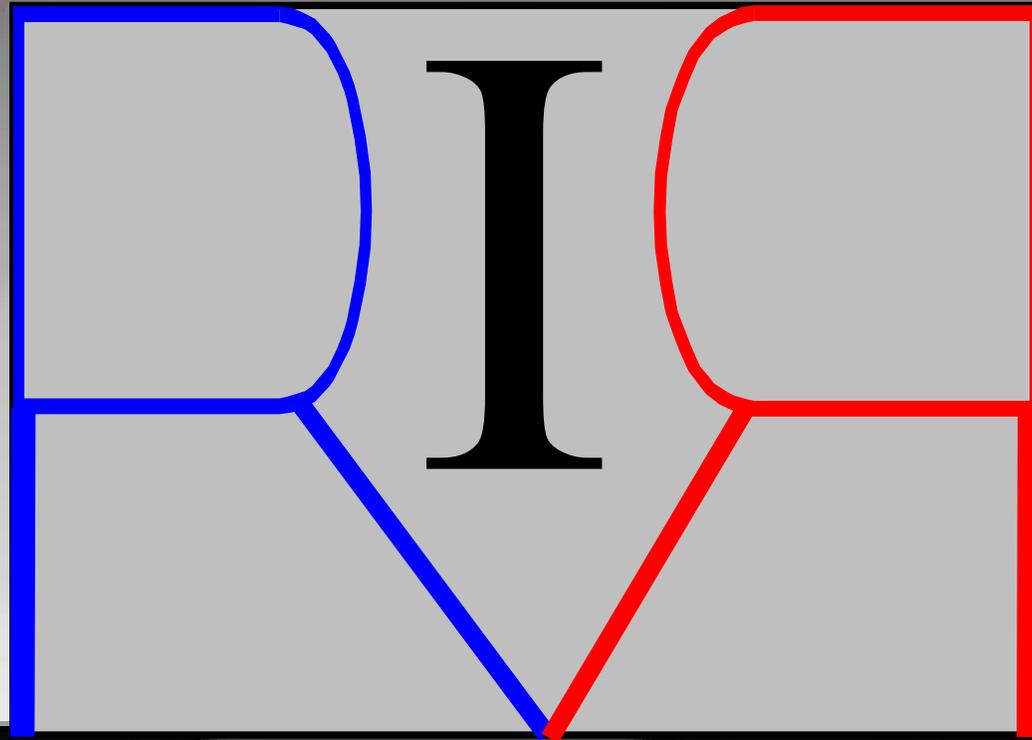


Relationships

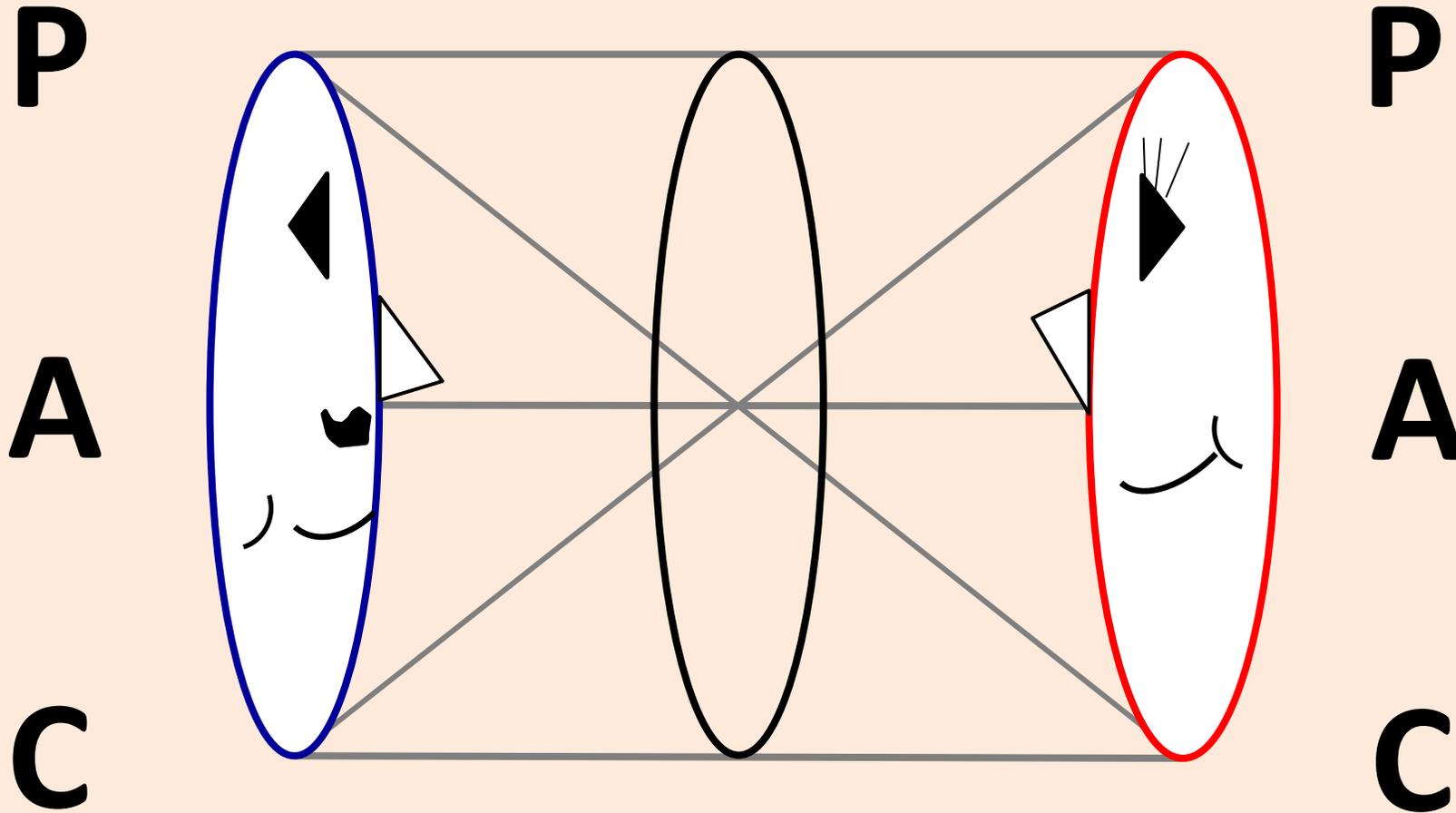
Conflict and Reconciliation



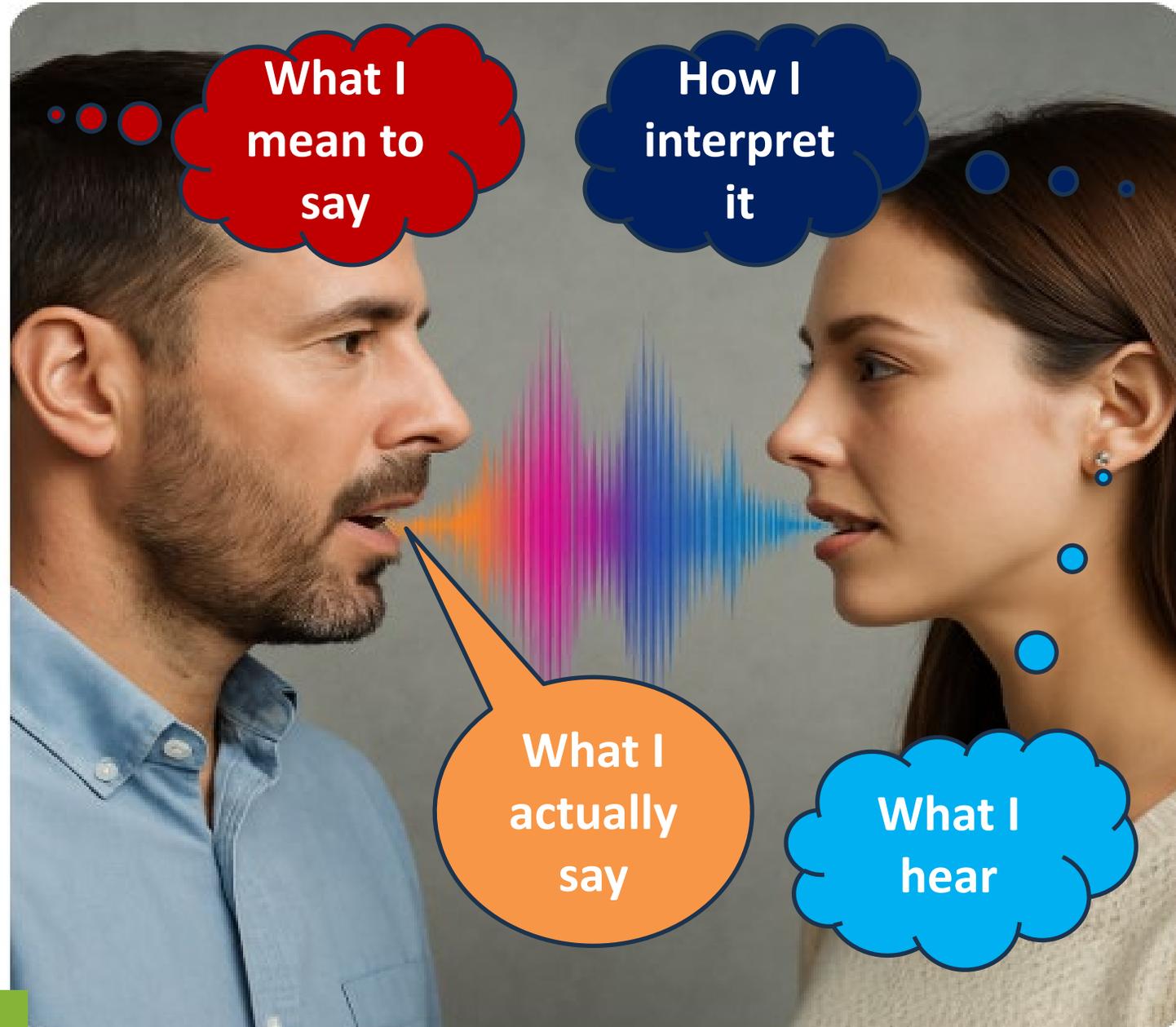
RELATIONSHIP – ISSUE - RELATIONSHIP



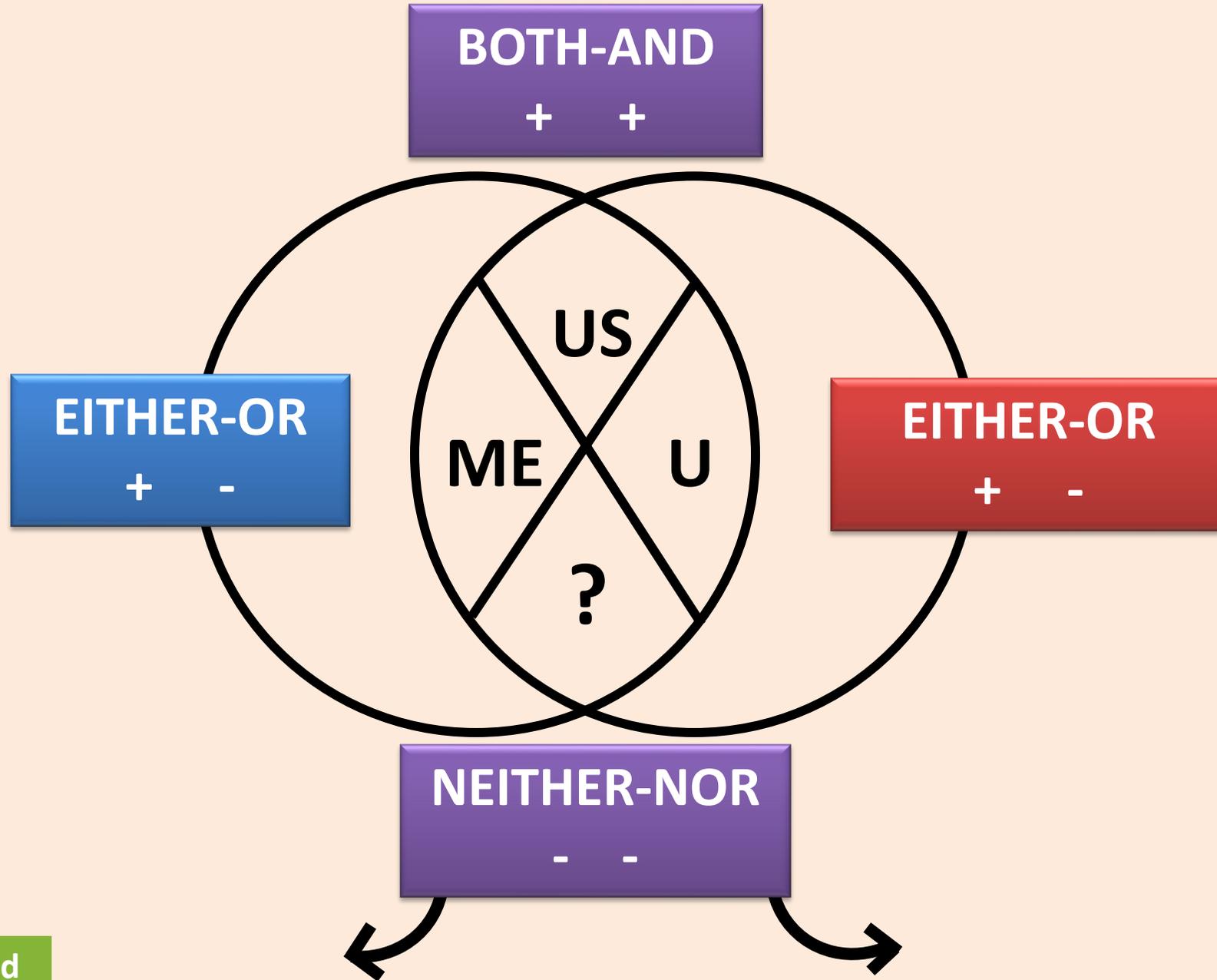
SIMULTANEOUS 2-WAY COMMUNICATION



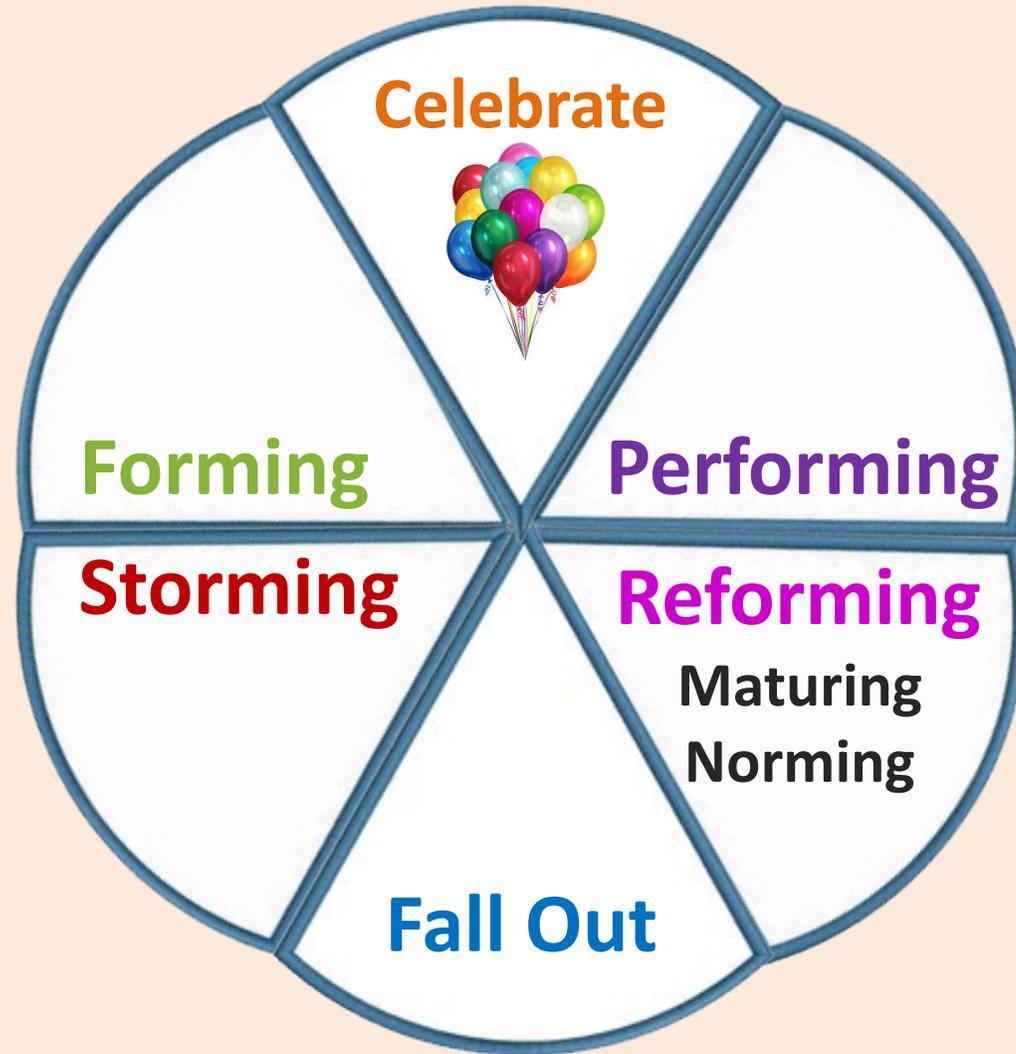
Lost in Translation



EITHER - OR... NEITHER - NOR



BRUCE TUCKMAN MODEL

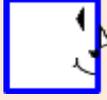


CELEBRATE

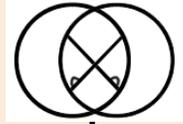
Co-exist



Converge



Conflict/Cancel



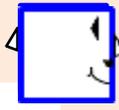
Cross the line



Chase



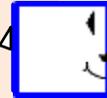
Concede



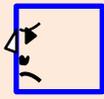
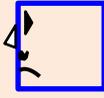
Converse



Cave



Cold war



Fall Out/Make Up



$$1+1 = 11$$

100/100 Commune

60/80 Complement

50/50 Cooperate

30/30 Compromise

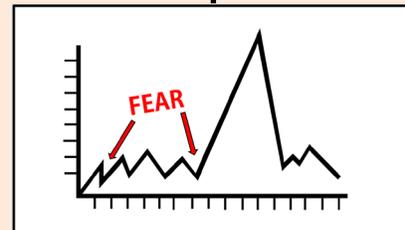
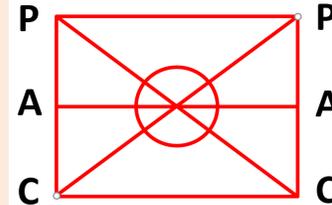
90/10 Consume

+

-

+

Relationship
Issue
Relationship



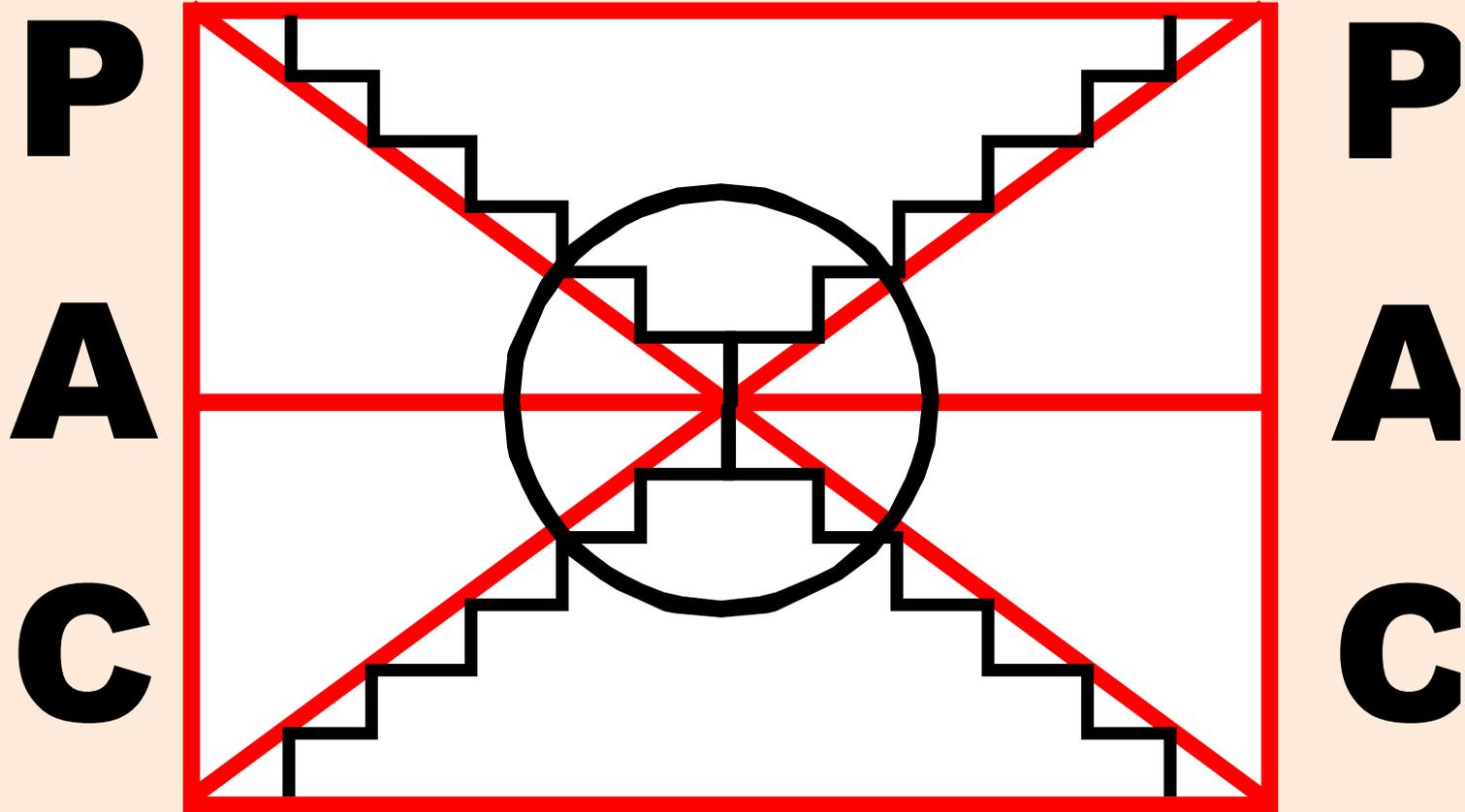


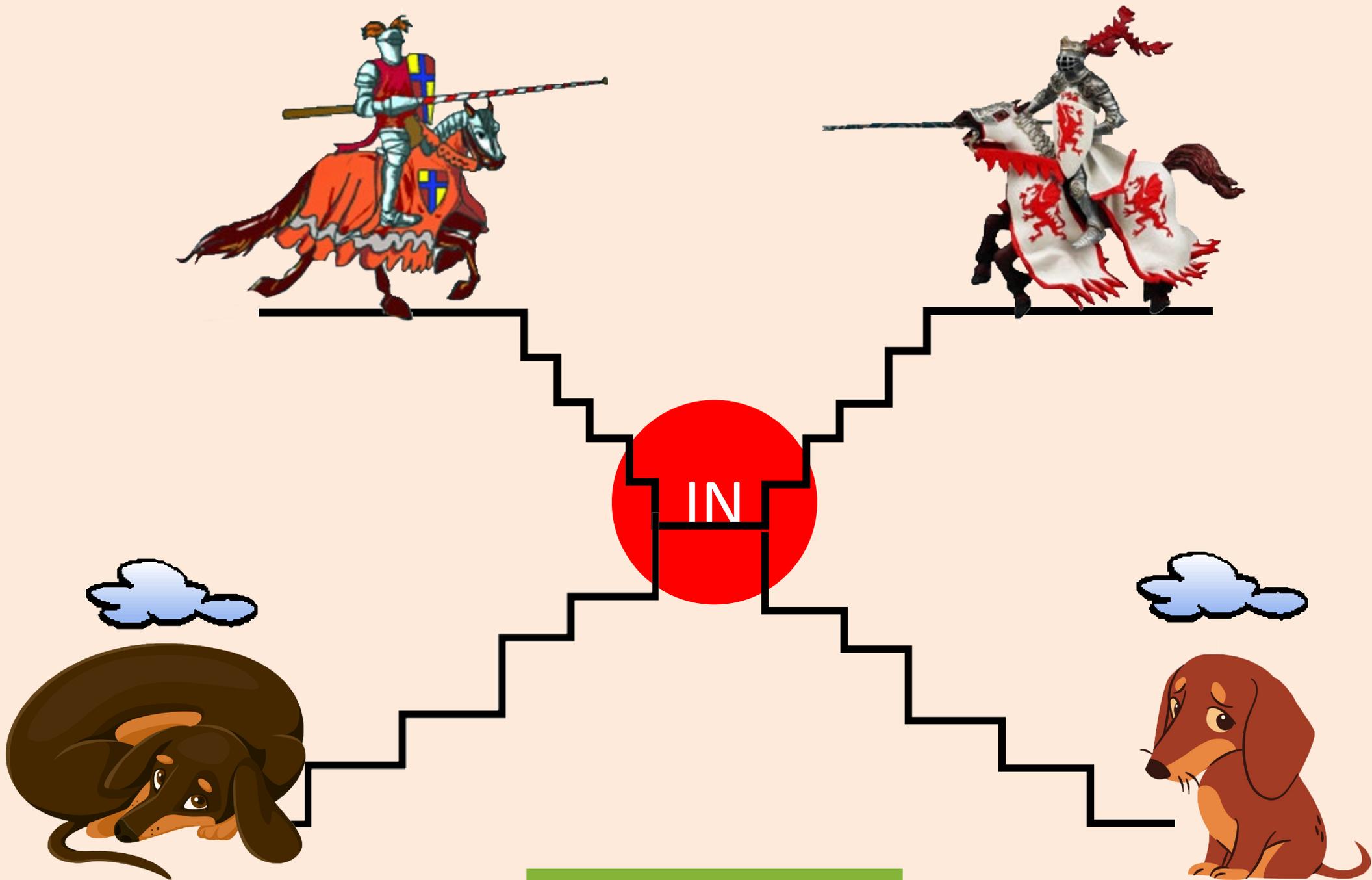
Boundaries Working with Pashminas

**“Don’t puff up,
don’t shrink back,
stand your sacred
ground...”**

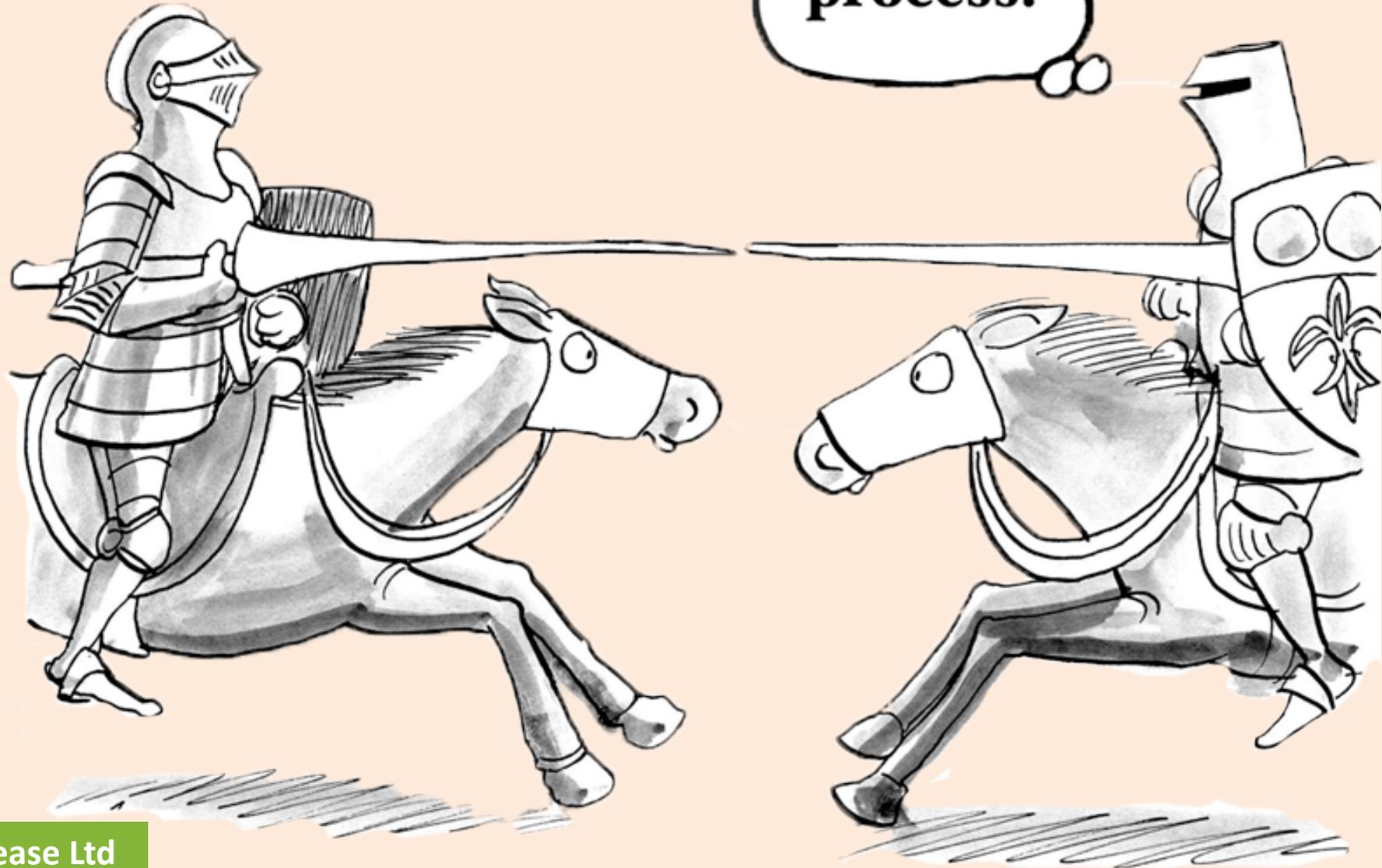
Brené Brown

THE CLIMBING FRAME





**We need
a better
process.**



WHEN IS ENOUGH ENOUGH?



Play on...?



Yellow Card...

Red Card...



Fears of Confronting



How will I come across?



I'll be too strong...

I'll hurt them...



How will I come across?

I'll be too weak...



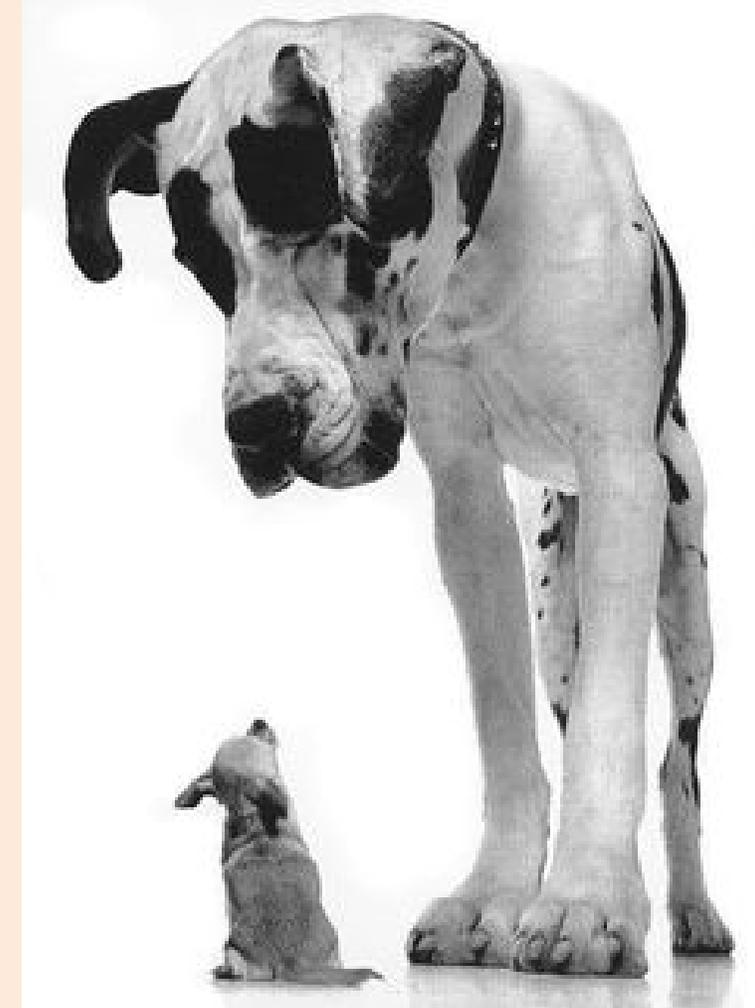
**I'll be too
anxious to
“make it all right”...**



How will I come across?



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



I don't have the stature...

Fears of Confronting

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

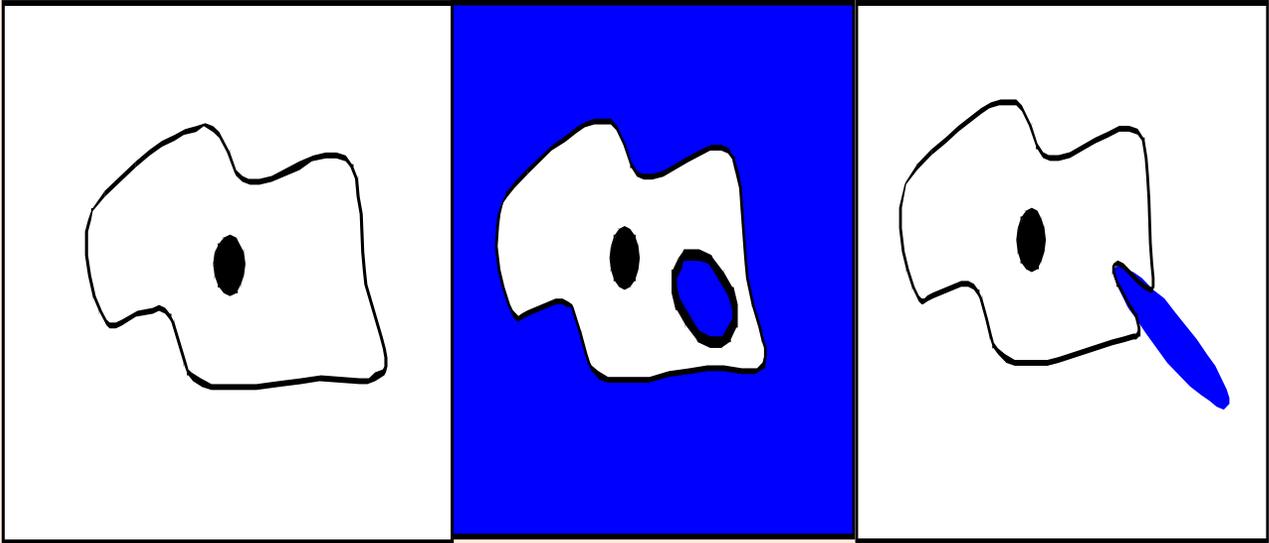
They'll despise, reject me...

A pair of rich red, vertically pleated curtains hangs from a matching valance. The curtains are drawn back to reveal a central rectangular opening. The fabric has a soft sheen and realistic folds. The background is a plain, light cream color.

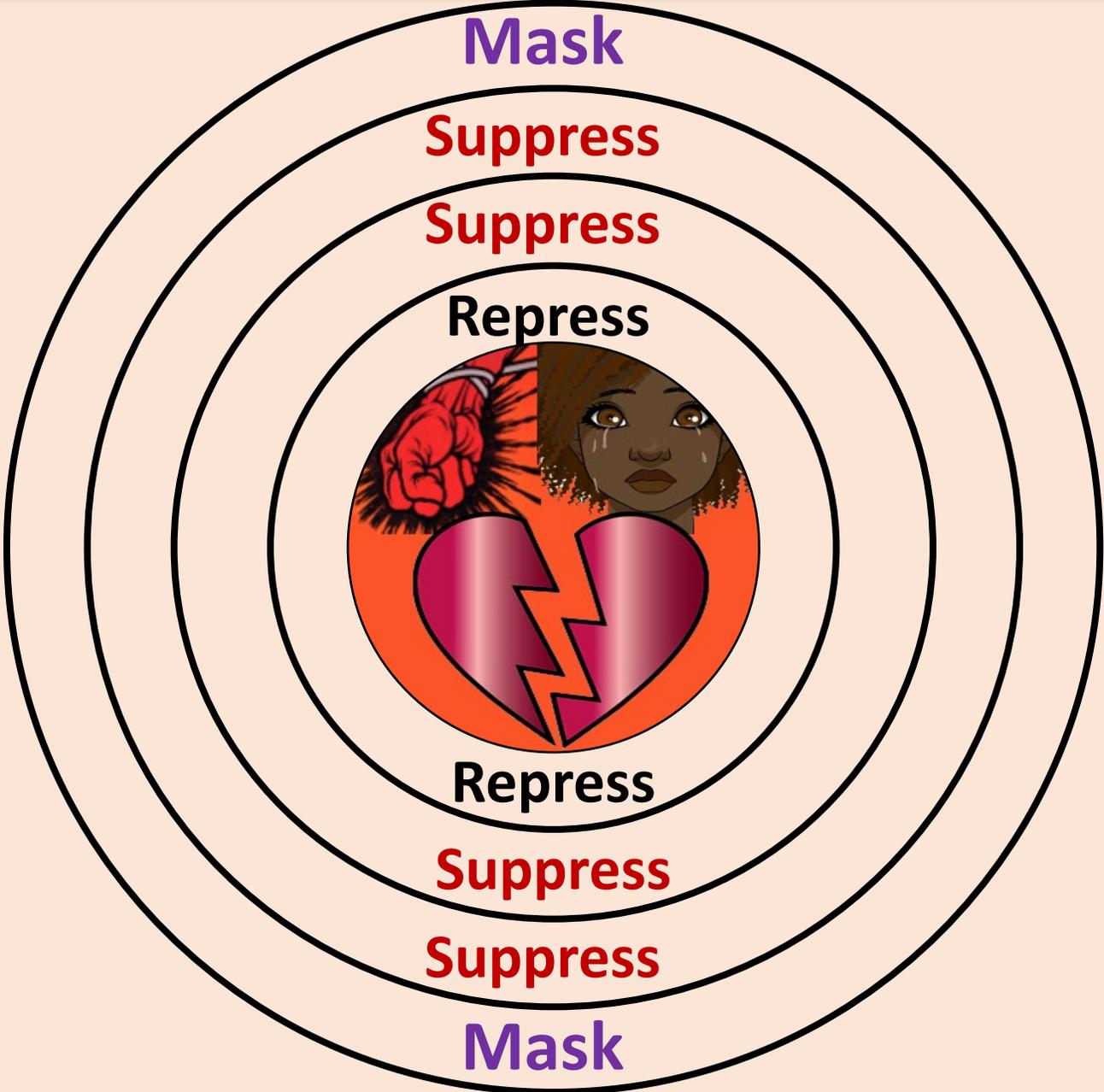
End of Part 1



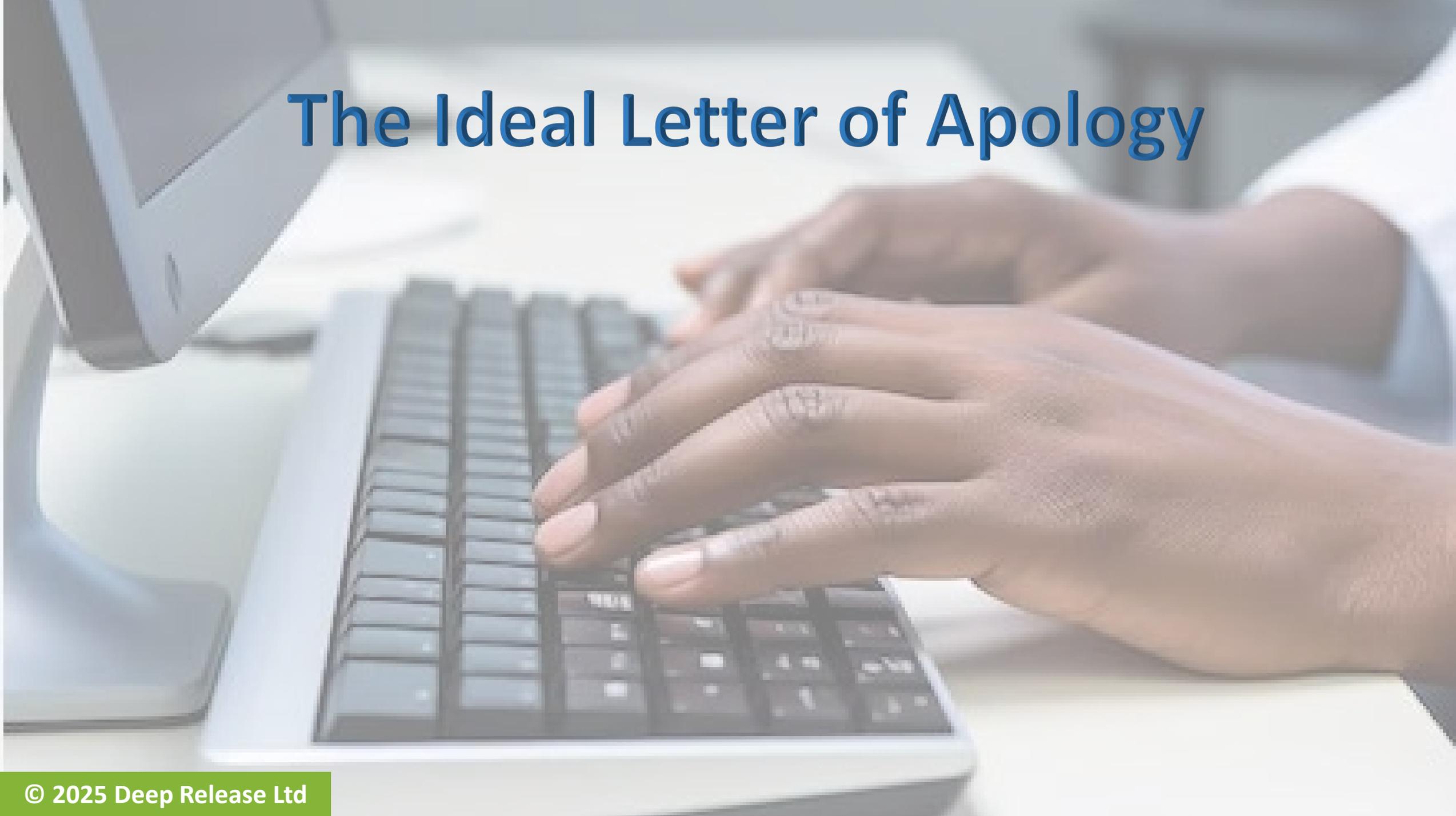
Classic Triad
DENY
SPLIT
PROJECT



LAYERS OF DEFENCES



The Ideal Letter of Apology



Find a safe place
to unload your
feelings



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



GOING TO COURT

The Prosecution
The Defence
The Judgement

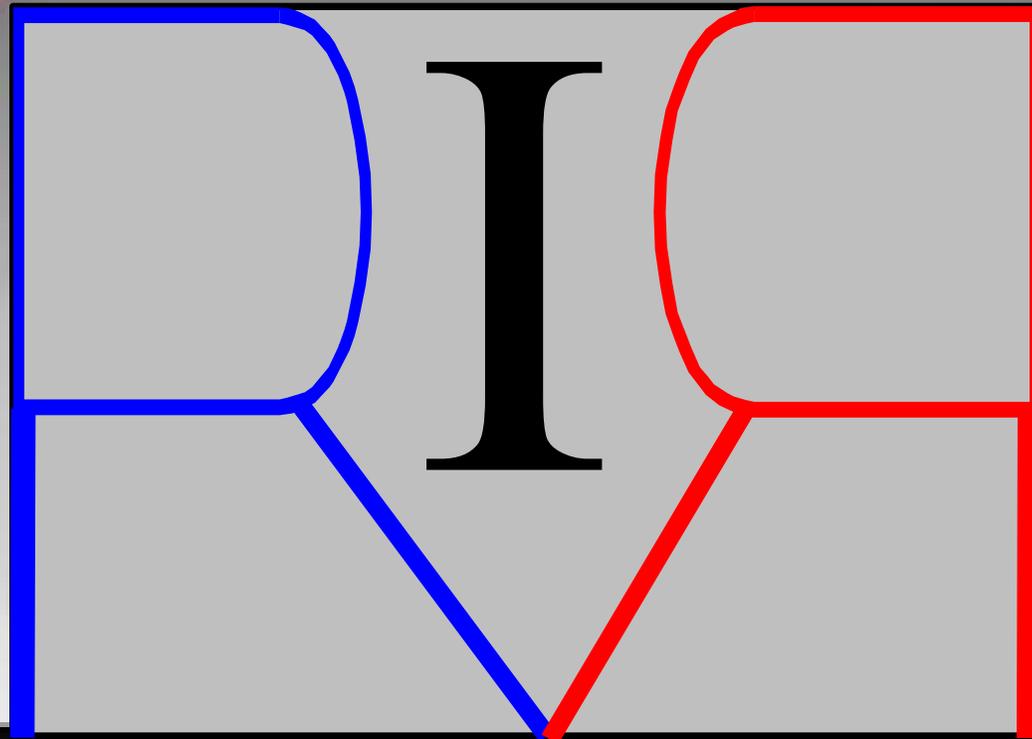


WHAT WOULD YOUR INNER CHILD SAY?



Advocacy

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

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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...

ASSERTIVENESS

options card



options card

I will set boundaries as to how others may treat me

FIND MY VOICE

options card



options card

I will be heard – it is ok to disagree

SPEAK THE TRUTH

options card



options card

I will not deal in hearsay, half-truths and lies

IDENTIFY THE HURT

options card



options card

My anger tells me I have been wounded

ASSERTIVENESS

options card



options card

I will set boundaries as to how others may treat me

FIND MY VOICE

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My anger tells me I have been wounded

SELF-PROTECTION

options card

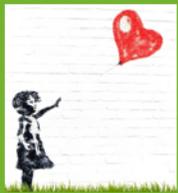


options card

I will step away from abusive relationships

FORGIVENESS

options card



options card

I will show compassion and understanding towards others

SELF-FORGIVENESS

options card



options card

I will show compassion and understanding towards myself

OBSERVE

options card



options card

I will seek to be curious about, and not overwhelmed by, my feelings

SELF-PROTECTION

options card

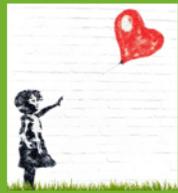


options card

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