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10 Steps for Resolving Conflict

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10 Steps for Resolving Conflict

Adapted from the Prepare/Enrich
Program for Couples



Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you.



Colossians 3:13

10 Steps for Resolving Conflict



1 - Set a time and place for discussion

2 - Define the problem

3 - List the ways you each contribute to the problem

4 - List past attempts to resolve the issue that were not successful

5 - Brainstorm 10 possible solutions to the problem (no judging)

10 Steps for Resolving Conflict (cont.)



6 - Discuss and evaluate each of the possible solutions

7 - Agree on one solution to try

8 - Agree how each will work towards solution

9 - Set up another meeting to discuss progress

10 - Reward each other for progress

#1 – Set a time and place for discussion

Place – should be neutral, calm, free from distraction

Time – sufficient, no sense of urgency, set as appropriate priority



#2 – Define the Problem

Be Specific

- What?
- Who?
- When?
- How?
- Where?



#3 – List the ways you each contribute to the problem



Both people contribute

There is no **blaming**, rather,
accepting responsibility

Partner 1: "I contributed to
the problem by..."

Partner 2: "I also
contributed to the problem
by..."

#4 – List past attempts to resolve the issue that were not successful

Timing of attempt and **context** matters

Attitude during attempt is important and can predict outcome (productive vs. not)



#5 – Brainstorm 10 possible solutions to the problem (no judging)

Equal contributions is ideal towards **effective resolution**

Use **patience & non-threatening** (no rushing) **behavior**



#6 – Discuss and evaluate each of the possible solutions

Be **objective**

Discuss **usefulness** & **appropriateness** of each suggestion

Use **active listening**, repeating/summarizing what was heard



WHAT I HEAR YOU
SAYING IS"

THE HUNTSWOMAN

#7 - Agree on one solution to try

Must be **2 yesses** (no manipulating)

Try making **individual lists** in order of best solutions and then choose **highest common solution**



SOLUTION

#8 - Agree how each will work towards solution

Be **specific**

Partner 1: "I will contribute to the solution by..."

Partner 2: "I will contribute to the solution by..."



Galatians 5:22-23

But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. There is no law against these things!

#9 – Set up another meeting to discuss progress

Set **Place**, **Date**, and **Time** (before leaving discussion)

Change without accountability results in **relapsed behavior**



#10 - Reward each other for progress

Praise each other's efforts

Be **specific** in what was noticed



So encourage each other and build each other up, just as you are already doing.



1 Thessalonians 5:11

How to take a Time-Out

- a) **Recognize** need
- b) **Request** time-out
- c) **Relax** & calm down
- d) **Remember** what's important
- e) **Resume** conversation



Personal Note...

Don't try to push through an argument!

If you need a break, your partner will thank you for taking it. You are more **productive** when you can think clearly.



Plays powerful role in
healing/restoring relationships

Forgiveness: decision to give up the right for vengeance

It is NOT **forgetting**, **condoning**, or **perpetuating** injustice

Seeking & Granting Forgiveness

Romans 12:19

Dear friends, never take revenge. Leave that to the righteous anger of God. For the Scriptures say, "I will take revenge; I will pay them back," says the Lord.

6 Steps for Seeking Forgiveness

1. Admit what you did was wrong or hurtful
2. Try to understand/empathize with the pain you have caused
3. Take responsibility for your actions and make restitution if necessary
4. Assure your partner you will not do it again
5. Apologize and ask for forgiveness
6. Forgive yourself



Proverbs 17:9

Love prospers when a fault is forgiven, but dwelling on it separates close friends.

6 Steps for Granting Forgiveness

1. Acknowledge your pain and anger. Allow yourself to feel disrespected.
2. Be specific about your future expectations and limits.
3. Give up your right to “get even,” but insist on being treated better in the future.
4. Let go of blame, resentment, and negativity toward your partner.
5. Communicate your act of forgiveness to your partner.
6. Work toward reconciliation (when safe).

Colossians 3:13

Make allowance for each other's faults, and forgive anyone who offends you. Remember, the Lord forgave you, so you must forgive others.

References

Holy Bible: New Living Translation. Tyndale House Foundation, 2015.

Prepare/Enrich Workbook for Couples. 2017.