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2023

#### 10 Steps for Resolving Conflict

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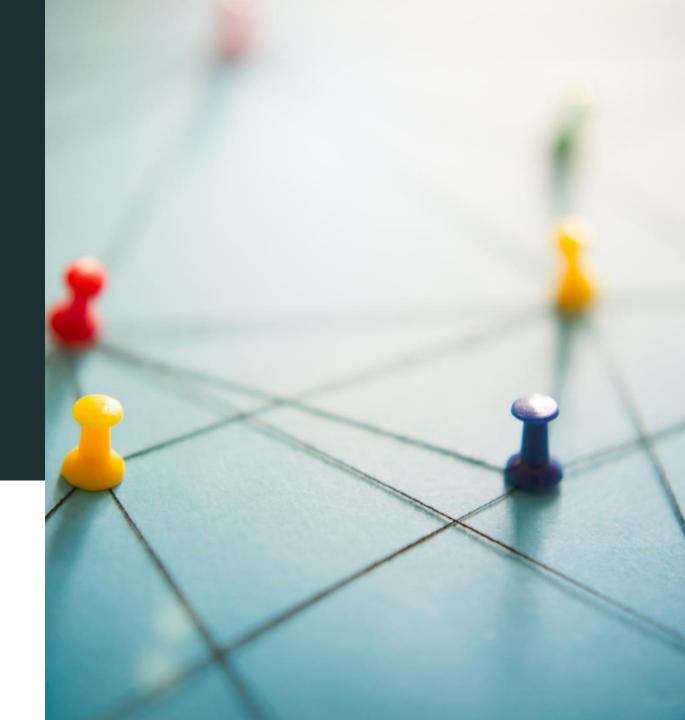
#### **Recommended Citation**

O'Reggio, Trevor, "10 Steps for Resolving Conflict" (2023). Faculty Publications. 4910. https://digitalcommons.andrews.edu/pubs/4910

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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

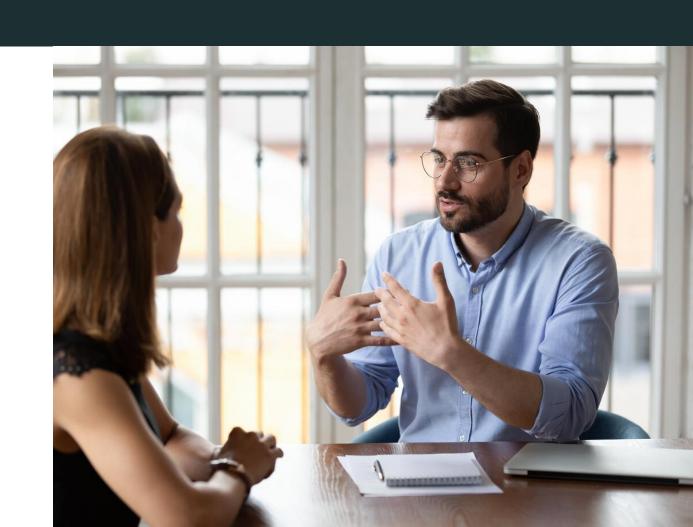
**Time** – sufficient, no sense of urgency, set as appropriate priority



## #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



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

# #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. Apologizer 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.