

FUEL: FIGHT CLUB

Week #2 - Style Matters

@ St. Peter Lutheran Church - 6:30 pm - November 5, 2014



Opening Prayer

A Study in Styles

Boxing Illustrations:
Muhammed Ali, Mike Tyson,
& Sugar Ray Leonard

How do you handle / react to conflict?

Conflict Resolution Surveys

- 1) Find surveys
 - a) #1 - What's Your Conflict Management Style?
 - b) #2 - Conflict Management Styles Quiz

- 2) Take both surveys - first page only (read directions carefully & don't flip them over)

- 3) Flip each survey over and follow the directions on how to tabulate the results.

- 4) What were the results? What is your initial / gut reaction?

Conflict's Different Styles

- 1) Competing/Forcing
- 2) Avoiding
- 3) Accommodating
- 4) Compromising/Bargaining
- 5) Collaborating/Problem-solving



Forcer (aka...The Shark)



Characteristics: *highly goal-oriented, Relationships take on a lower priority, aggressive behavior to resolve conflicts, authoritative, and intimidating*

Uses:

- *when conflict involves personal differences that are difficult to change*
- *when protecting yourself*
- *when conflict resolution is urgent; when decision is vital in a crisis*
- *when unpopular decisions need to be implemented*

Disadvantages/Abuses:

- *May breed hostility and resentment toward the person using it*
- *Self-interest at expense of others*
- *Creates a win or lose scenario - "I win...you lose"*
- *"Tun oder sterben" mentality*

Avoider (aka...The Turtle)

Characteristics: *would rather hide and ignore conflict than resolve it; uncooperative and unassertive; not interested in personal goals, passive*

Uses:

- *when the stakes are not high or issue is trivial*
- *when more important issues are pressing*
- *when gathering information is more important than an immediate decision*
- *when time constraints demand a delay*
- *when people need to cool down*

Disadvantages/Abuses:

- *will not prevent conflict - creates lose/lose scenario*
- *sidesteps the issue(s)*
- *1 person always get walked all over...other people are always right*



Accommodator (aka...The Teddy Bear)

Characteristics: *more concerned with relationships than principle or self-preservation; ignore their own goals and will give into others; unassertive and cooperative at own expense, like harmony*

Uses:

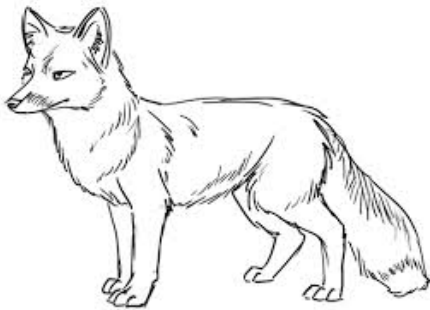
- *when maintaining the relationship outweighs other considerations*
- *when issue is more important to the other person*
- *when minimizing losses in situations where outmatched or losing*
- *when time is limited or when harmony and stability are valued*



Disadvantages/Abuses:

- *Creates a win or lose scenario - "You win...I lose"*
 - *will not assert own needs and may get taken advantage of*
 - *will potentially lead to bitterness, resentment, and grudges*
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Bargainer (aka...The Fox)



Characteristics: *concern about both goals and relationships, give/give mentality, willing to sacrifice some of their goals while persuading others to give up part of theirs; both assertive and cooperative*

Uses:

- *when important/complex issues leave no clear or simple solutions*
- *when all conflicting people are equal in power and have strong interests*
- *when temporary settlement is needed and time is an issue*

Disadvantages/Abuses:

- *Trade-offs and exchanges for both - lose/lose situation*
 - *Old issues will emerge in next conflict*
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Collaborator (aka...The Owl)

Characteristics: *equally concerned with relationships and goals; desire solutions for common good and good of all (win/win); committed*

Uses:

- *when maintaining relationships are important and so are issues in play*
- *when time is not a concern*
- *when trying to gain 100% commitment through consensus building;*
- *when learning and trying to merge differing perspectives and hurt feelings*

Disadvantages/Abuses:

- *takes a lot of time and energy*
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Style Matters: Food for thought

- 1) *Agree or disagree: Being a Collaborator is something you either have or you don't...and it can't be learned.*
- 2) *What would you say to your friend who says, "My family is made up of several different conflict styles, how can we ever become problem solvers who collaborate instead of butting heads all of the time never reaching a positive solution?"*
- 3) *How does your style affect your family dynamics? How does it play out at work and affect your relationships there? What changes do you need to implement so you can move from your current default setting? Why do you need to?*

FUEL Week #2 Take Away...

Move from ***your*** ground, ***past*** common ground, to ***higher*** ground!

Consider 1 Corinthians 10:31 - *"So whether you eat or drink or whatever you do, do it all for the glory of God."* When trying to resolve conflict, how can this passage serve as a great go-to verse? How does it help get us to "higher ground"?

Consider Philippians 2:3-4 - *"Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, 4 not looking to your own interests but each of you to the interests of the others."* When seeking Godly Resolution to conflict what 2 questions should I always ask myself?

Homework

Discuss your style with your spouse/kids/people in your life. Tell them what you have learned. Share the survey with them...have them take it. Discuss how that impacts your family when conflict resolution is needed. Develop a 3 to 4 step simple plan to implement collaboration in your home



Materials Used in this presentation:

- 1) CrossTrain Webinar - Conflict Resolution (notes by Rick Loewen)
- 2) The PeaceMaker - by Ken Sande
- 3) Worldwide web for surveys (see them for reference), quotes and images
- 4) NIV 2014