

INSTANT CONFLICT GUIDE

Conflict happens, it's part of life.
And actually, it's can be an opportunity for growth!

If you don't shy away from it- and both people are open to look into it.
It takes courage and it's also a sign of respect and trust to lean constructively !-into a conflict.

Many people are very used or trained to avoid conflict and seek harmony above all.
Underlaying is often the fear of being rejected when you show you disagree.

Here I offer a frame work that can serve to dissolve conflict.
It's essential that both people are willing and open to look at what is going on.

Please read the guide lines carefully and map out what works for you,
and how you want to tackle the situation.

GUIDELINES

Give time to speak about how you experienced the situation.
Speak from your own perspective and experience, in the style of:

“I experienced...”, “For me it felt like....”

Pay attention to create the context and add details, if they are related to the building of the conflict.
Avoid “You do...”, “You are... “ projection, accusation, analysis, interpretation or story.

Both people get equal amount of time
The other listens, silently.
No comments or interruptions.

If necessary, take a pause, before switching roles.

Use breath regulation, ankering with your eyes in space, or shaking,
-to regulate the nervous system if you get triggered again.

FRAMEWORK

The process:

30 min
10 min each
10 min for what else needs to be tackled / Respond on what's being said.

Set a timer on the phone to have a clear window of time,
and give equal amount of space for each round -to each person.

Prompts:

“Next time it happens ...plz tell me”

“If you feel again like...make a stop sign”

“I wish that ...you...”

Peeling the onion:

What was the Trigger?

Ask, ask ask...

For both:

Observe the sensations in your body,
as well when you listen and when you speak.

- What do you feel?
- Where do you feel it?

Examples:

Signals of contraction:

knot in the belly or throat, chest blocked, tight shoulders, clenched hands or tight lips...

Signals of expansion

genuine smile, openness in shoulders, warm sensation around the heart, relaxed belly, easy breath,
eyes wide and shiny