

CONFLICT MANAGEMENT



WHAT THE BIBLE SAYS ABOUT CONFLICT

Gen 4:6-11

Gen 37:11-36

Matt 5:21-26

Matt 5:43-47

GAL 5:19-21

ACTS 15:36-41

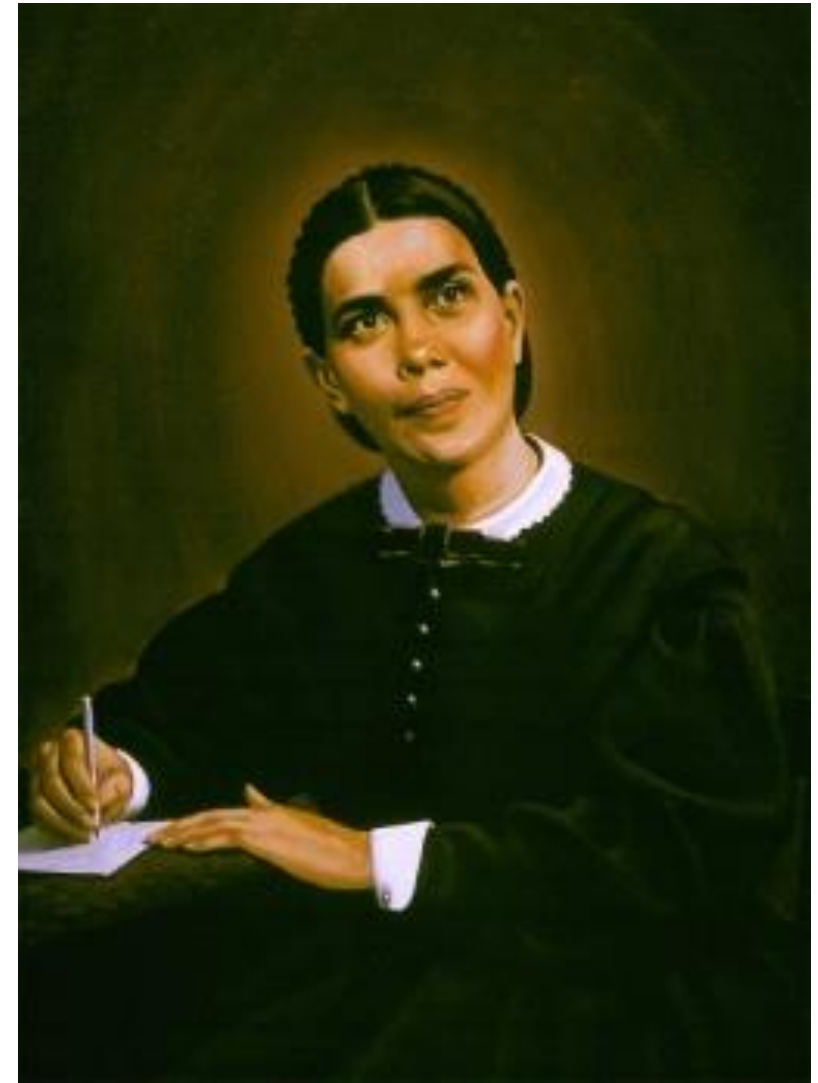
1Thess 5:15

ACTS 1:14



The fate of humanity trembled in the balance, Christ might even now refused to drink the cup apportioned to the guilty man. It was not yet too late. He might wipe the bloody sweat from His brow, and leave man to perish in his iniquity, He might say, let the transgressor receive the penalty of his sin and I would go back to my Father. Will the son of God drink the bitter cup of humiliation and agony? Will the innocent suffer the consequences of the curse of sin, to save the guilty? The words fall tremblingly from the pale lips of Jesus, "Oh my Father if this cup may not pass away from Me, except I drink it, Thy will be done" He will save man at any cost to Himself. DA p. 609

WHY CAN'T WE MANAGE MANY CONFLICTS AMONG US?



SOME SCHOLARS VIEWPOINTS

- Dr. Barbara Benoliel remarks, Though conflict is a normal and natural part of any workplace, it can lead to absenteeism, lost productivity and mental health issues. At the same time, conflict can be a motivator that generates new ideas and innovation as well as leads to increased flexibility and a better understanding of working relationships.

MODES OF MANAGING CONFLICTS

- However, conflict needs to be effectively managed in order to contribute to the success of organizations. Again, according to Thomas - Kilmann, there are five (5) major parts of conflict management. Dr. Benoliel says, “Each strategy has its own benefits: there is no right or wrong conflict management style.”

www.kilmanndiagnostics.com/overview-thomas-kilmann-conflict-mode-instrument-tki

We manage conflict but we don't resolve it.



MODES OF RESOLUTION



1. AVOIDING (NO WINNERS/NO LOSERS)

One party denies that there is a conflict, changes the topics and avoid discussion is non-committal.

It is unassertive and uncooperative.

Here the individual doesn't immediately pursue him/her own needs nor those of the other person.

The conflict isn't addressed.



CONT'D

Found in situation in which there is danger of physical violence, no chance to achieve goals, no solution in sight.



2. ACCOMODATION (LOSE/WIN)



CONT'D

One party sacrifices its interest and concerns while enabling others to achieve their interest.

It is unassertive and cooperative. It is the opposite of competing .

It is when accommodating an individual neglects his/her own needs to satisfy the needs of the other person.

There can be an element of self-sacrifice in this mode.

CONT'D

Accommodating could take the form of selfless generosity obeying orders or simply yielding to another.

It is effective, there is a belief that satisfying one's own interest will in some way alter or damage the relationship.

3. COMPROMISING (WIN SOME/LOSE SOME)



CONT'D

Through concessions by all parties, each party settles for partial satisfaction of interest.

It is intermediate in both assertive and cooperativeness, often the objective is to find some expedient, mentally acceptable solution which partially satisfies both parties.

It falls on the middle ground between competing and accommodating.

CONT'D

Compromising gives you more than competing but less than accommodating.

It addresses an issue more directly than avoiding but doesn't explore it in as much depth as collaborating. It might result in splitting the difference or seeking a quick middle-ground

4. COMPETITIVE (WIN/LOSE)



CONT'D

It is characterized by aggressive, self-focused, forcing, verbally assertive and uncooperative behaviour that strive to satisfy one party's interest at the expense of the interest of others.

Often the person uses whatever means seem appropriate to one's own position.

CONT'D

Competing can mean many things from standing up to the bully to defending a position which you believe in, to simply wanting to win.

Often the person uses whatever means seems appropriate to win one's own position.

It is effective when there is no concern to the relationship.

5. COLLABORATIVE (WIN/WIN)



CONT'D

It is characterized by active listening and issue focused.

It aims at seeking to satisfy the interest and concerns of all parties.

It is both assertive and cooperative.

It is the opposite of avoiding.

CONT'D

It is an attempt to work with the other person to find some solution. It involves aligning into an issue to identify the underlying concerns of the two individual and to find an alternative which meets both set of needs.

It is effective in a situation in which the long-term relationship is valued.

MATT 18:15-20 ; Luke 17:3-4

TEAM MINISTRY: IMPACTFUL SYSTEM

- Working together with people in ministry especially with your wife is most important thing we need to cherish.
- Christ needed the 12: Mark 3:13-15
- Christ sent the 72 in twos : Luke 10:1-3
- Paul needed John-Mark : 2Tim 4:11
- Aquila and Priscilla : Acts 18:1-4
- **THEREFORE WE NEED TO BE AT PEACE WITH OUR WIVES, OUR MEMBERS AND OUR COLLEAGUES FOR EFFECTIVE AND FRUITFUL MINISTRY**

RESOLVING MARITAL CONFLICTS

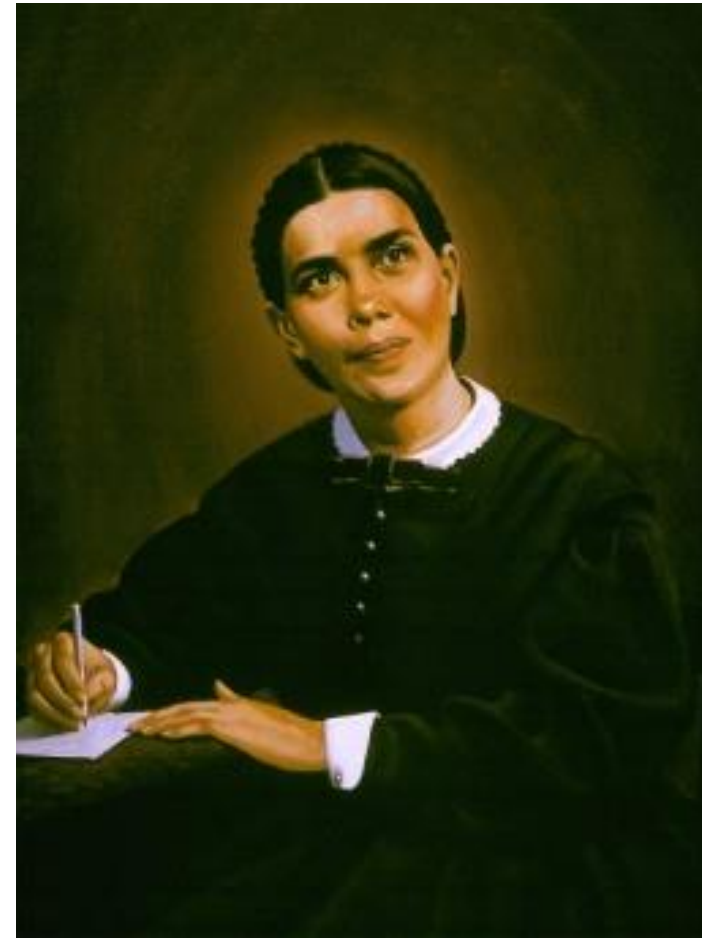
Conflict as already discussed are inevitable in relationships. Col 3:18-21

Conflict is not sinful nor bad; and could be either helpful or disastrous in a relationship depending on how it is handled.

1Sam 25:9-13; 14-28

“Nothing can excuse the Minister for neglecting the inner circle for the larger circle outside. The spiritual welfare of his family comes first. Great good done for others cannot cancel the debt that he owes to God to care for his own children. There should exist in the Minister’s family a unity that will preach an effectual sermon on practical Godliness. As the Minister and his wife faithfully do their duty in the work, restraining, correcting, advising, counselling, guiding, they are becoming better fitted to labor in the church

”



To prevent conflicts to deteriorate into an all-out war, the following seven (7) rules should be observed by Dr Samuel Bacchiochi



BE COMMITTED TO PRESERVE YOUR MARRIAGE COVENANT

It is only in the context of a loving and irrevocable commitment that marital conflict can be resolved successfully.

Couples will not waste time quarrelling over things they can not change – Criticizing the shape of your husband's ear.

BE HONEST AND FAIR IN HANDLING THE CONFLICT

The object of conflict should not be not to find fault or to assess blame but to resolve problems. Marriage is not a competitive sport but a cooperative endeavour.

KEEP YOUR ANGER UNDER CONTROL

Anger is not bad, when expressed through outbursts of temper, profane or insulting language is sinful.

Angry outburst offensive remarks and sharp resort wound partners who may also retaliate with similar outbursts.

CHOOSE AN APPROPRIATE TIME TO DISCUSS PROBLEM

The best time to discuss sensitive issues or serious differences is when both husband and wife are well rested, wide awake and feeling at ease.

STICK TO THE ISSUE AT HAND

Address a specific problem at hand but not all past problems. Dragging past grievances in to the matter under discussion hinders the resolution of the immediate conflict. Avoid sweeping generalization



LISTEN CAREFULLY AND SPEAK TACTFULLY

- Learning to listen carefully is very essential in marital conflict resolution.
- The louder the words, the less our spouses will listen, and the poorer will be the communication.



BE WILLING TO FORGIVE AND TO FORGET

- The only way to bring a conflict which has gotten out of control to a satisfactory end is for one partner to break the retaliation cycle

1 John 1:9

by forgiving the other partner.

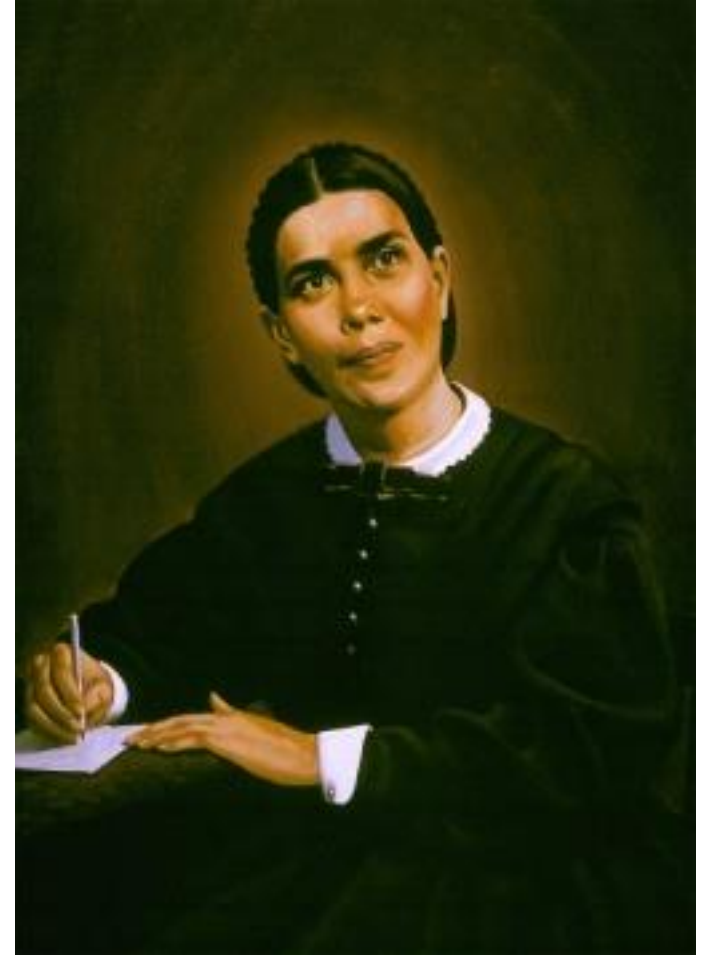


BE WILLING TO FORGIVE AND TO FORGET

- Genuine forgiveness makes us free to love, to trust and to grow with our mates.

GOSPEL WORKERS, P. 201

If a minister's wife accompanies her husband in his travels, she should not go for her own special enjoyment, to visit and to be waited upon, but to labor with him. She should have a united interest with him to do good. She should be willing to accompany her husband if home cares do not hinder, and she should aid him in his effort to save souls. With meekness and humility, yet with a noble self reliance, she should have a leading influence upon minds around her, and should act her part and bear her cross and burden in meeting, and around family altar. . . . The people expect this, and they have a right to expect it. If these expectations are not realized, the husband's influence is more than half destroyed.



QUOTE FROM ELLEN WHITE GW p. 203

The minister's wife may be a great help to her husband in seeking to lighten his burden, if she keeps her own soul in the love of God. She can teach the Word to her children. She can manage her own household with economy and discretion.

United with her husband she can educate her children in habits of economy, teaching them to restrict their wants.



ALWAYS SEEK FOR CLARIFICATION

Ask questions for clarifications.
The victim came down looking
for the offender

Genesis 3:9

***Our Father in Heaven. Why then
do we hate one another in the
Ministry if we are from one
Father? Go to your brother or your
sister for reconciliation now for
Christ's sake***

