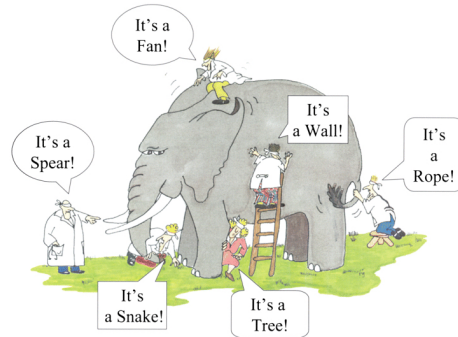


SET FREE TO BE WHAT GOD MADE ME

Managing Conflict

James 4:1-12

- I. Conflicts may be due to differences in points of view: 6 blind people and the elephant



Maintain Healthy Boundaries: As you relate to the other “blind people,” strive to have a healthy self-respect and respect for others. Ideally, the exercise of your rights should not be harmful to others and the exercise of their rights should not be harmful to you. Philippians 2:3-5

- A. You are responsible for everything you do, think, feel, and want
- B. You are responsible for the consequences of all your thoughts, feelings and actions
- C. You do not need to offer an explanation to justify your behavior (I don't have to convince you I am right).
- D. You are not responsible for how others think, feel or act. Let them be responsible for themselves.
- E. It's ok to “change your mind” (specially when you realize you are wrong)
- F. It's ok to be “imperfect”
- G. It's ok to admit you are “wrong”
- H. It's ok to say “I don't know”
- I. When others do good things to you, It's ok not to give yourself up to pay them back
- J. You do not have to give yourself up to be loved by others
- K. It's ok to be “illogical” in making decisions (many faith decisions are “illogical”)
- L. It's ok to say “I don't understand”
- M. It's ok to say “I don't want to get involved”

- N. It's ok to say "I don't care" (what people say)
- O. It's ok to agree to disagree (you don't always have to win)

II. Healthy Conflict Management

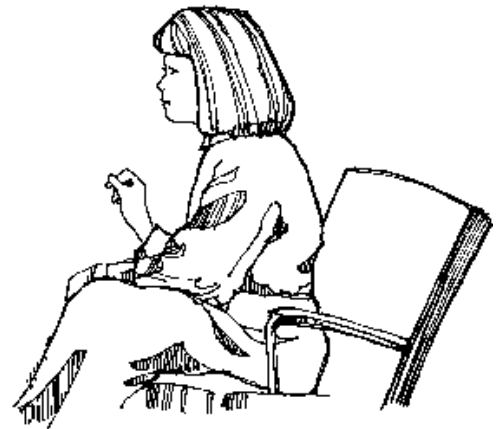
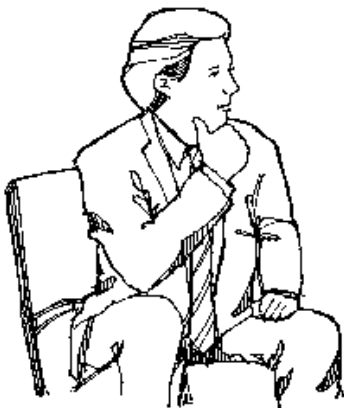
- A. The objective of conflict management is not avoiding conflict, it is resolving conflict.
- B. A Major factor in resolving conflict is communication. The goal of communication is not necessarily agreement, its clarity (ex. Rich young ruler).
- C. Sometimes, the conflict is about right and wrong
- D. Sometimes, it is about just being different
- E. The absence of conflict doesn't mean the relationship is healthy.
- F. In any disagreement, you need to distinguish between two major concerns. One is the ISSUE, and the other is the PROCESS.

III. Conflicts may have a deeper root cause:

SURFACE ISSUES

Triggers:

- Late for appointment**
- Paying for expenses**
- Conflicting plans**
- Careless comments**
- Not put things away repeatedly**
- Forgot anniversary**
- tell you what to do**
- Not turn off lights**
- Not help with chores**
- Not return stuff**
- Etc.**



A CONFLICT SITUATION

PERSONAL ISSUES

- Unresolved hurt & pain**
- Family of Origin Dysfunctions**
- Low self esteem**
- Work stress**
- Fear and anxiety**
- Past rejections**
- Addictions**
- Disregarded and devalued - not good enough**

PERSONAL ISSUES

- Past relationships**
- Unforgiven failures**
- Emotionally blocked**
- PTSD**
- Racial bias**
- Poverty**
- Unresolved anger**
- Loss and Grief**

1. Surface Issues can be resolved in an orderly way.
2. Personal issues are deeply rooted, takes longer to resolve and may need intervention
3. What's really the Root Cause of the Conflict?
Note: The issue may NOT be the issue. It only triggered a past issue that's unresolved.
4. IT MAY NOT BE ABOUT YOU: When people respond aggressively, try to help the person determine it's cause. It may not be about you. Try not take it personally.
5. PROBLEM: We tend to take other people's responses personally.
6. Conflicts are not resolved when the PROBLEM is not the PROBLEM and the ISSUE is no the ISSUE.
7. When we deal with the Unresolved Personal Issues, the source of the problem can be addressed and the conflict can have some resolution.

IV. Pointers: When someone attacks you...(Ephesians 4:25-32)

1. Find out where is the hostility coming from? It may not be about you (or not JUST about you). If the issue is not the issue, then the problem is not the problem.
2. Determine who is responsible for the issues. If the issue is not your responsibility, then do not take it personally. If you take it personally, then it becomes your problem.
3. You have a right to say, "STOP."
4. You have a right to ask "WHEN DO WE DISCUSS THE ISSUE?"
5. You have a right to ask for a Mediator.
6. You have a choice how to respond and be affected.
7. You do not have to retaliate/get even.
8. To resolve conflict, deal with the personal issues, not just the surface issues.
9. Personal issues are always beneath the surface. Your personal issues hide from you, and it takes time to bring them to the surface. (Jeremiah 17:9)
10. Avoid making "Never" and "Always" statements.
11. Avoid "You" statements. Practice making "I" statements.

I feel _____, + state cause _____ + positive feeling.

Example:

- a. I feel (hurt) when you arrive late for our appointment because I really value our time together.
- b. I feel neglected when you brush off my feelings because I love you and its important to me that we connect emotionally.

- V. **What do you do when the person refuses to change behavior?**
The key to addressing unwillingness to change (or mature) and accept responsibility for one's actions is ACCOUNTABILITY and CONSEQUENCE. Without this, there would be no motivation to grow.