

DEVELOP YOUR "RESOURCE KIT" TO HANDLE CONFLICT

Faced with everyday tasks of living, human beings need to select ways to handle needs and feelings. The methods used depend upon the personal resources the individual has, such as background experiences, values, knowledge, skills, attitudes, perceptions, physical/emotional energies, and socio-economic resource

The following are some of the resources you will continually need to develop and refine and have available in your "kit," in order to more easily handle conflict in a functional manner.

- ___ 1. Feeling of self-worth and self-respect.
- ___ 2. Knowledge of your needs and the needs of others.
- ___ 3. Ability to recognize that all *rights* carry *responsibilities*.
- ___ 4. Ability to handle strong emotions, such as anger, without resorting to violence.
- ___ 5. Ability to work cooperatively when necessary.
- ___ 6. Ways of finding alternative solutions to conflicts.
- ___ 7. Inner controls (self-imposed restraints) on your behavior, drawing from your value system, and looking to your conscience.
- ___ 8. Ways to evaluate, in perspective, the controls or restraints on your behavior by outside forces such as your family, friends, community.
- ___ 9. Development of decision-making skills, in order to examine probable consequences of your actions on yourself and others.
- ___ 10. Development of listening and communications skills.
- ___ 11. Ability to show, through your actions, that you value people and life.
- ___ 12. Development of values that will help you lead a more productive, open, and honest life-style.
- ___ 13. Ability to perceive and be aware of the needs and aspirations of different racial, ethnic, and religious groups.
- ___ 14. Positive attitudes about people who think differently, act differently, or look different, respecting the differences you find.
- ___ 15. Priorities in life that will result in better utilization of time and energy.
- ___ 16. Appreciation of the aesthetic aspects of life: nature, arts, music, literature, travel, and so forth.
- ___ 17. _____
- ___ 18. _____
- ___ 19. _____
- ___ 20. _____

Directions:

- A. Add to the above list any skills that you think are important to resolution of conflict.
- B. Put a plus sign (+) before each skill you have mastered. Put a minus sign (-) before each skill you need to work on.
- C. Give specific suggestions as to how you can strengthen your weak areas. Put these suggestions on a separate sheet of paper, and keep them available for periodic reading and evaluation.

1. What are some of the causes of conflict?
2. What types of conflict are you most familiar with?
3. How are the conflicts you described usually resolved?
4. Why do people solve conflicts in different ways?
5. What are some of the ways conflicts can be resolved nonviolently?