

Conflict cannot be resolved when one or more of the persons:

- deny any responsibility for the conflict or blame others.
- cannot admit or express feelings.
- cannot listen without interrupting.
- tend to distort reality or to misinterpret what others say.
- have noticeable psychological symptoms (severe depression, severe anxiety, paranoia, etc.).
- are currently abusing drugs or alcohol.

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Conflict resolution is not helpful in:

- situations where the person(s) who is(are) the primary source of the conflict does not want reconciliation and rejects all attempts at conflict resolution or is(are) incapable of eliminating or changing the behavior that precipitates the conflict.
- environments or situations containing sources of conflict that are beyond our capacity to influence or change.

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LIVING WITH CONFLICT

- We make a conscious decision to live with the problem.
- We stop complaining about the problem.
- We make a decision not to feel sorry for ourselves or to become a martyr.
- We eliminate all conscious plans and efforts to resolve the conflict. We accept the fact that things won't change in the near future.
- We list coping strategies, ways that will help us survive better and minimize our emotional drain.

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