

REFLECTION QUESTIONS FOR THOSE IN CONFLICT

When conflict arises, each person is encouraged to consider the following before meeting with the person with whom they are in conflict:

1. What do I want my relationship with the Person to be like?
2. What attitudes and values do I want to honor when I'm with the Person?
3. What must I let go of to turn toward the Person?
4. What is the goodness in the Person that I will see and trust?
5. How will I show/tell the Person about the inherent goodness I see in him/her?
6. What will I dare to ask of the Person?

--from Practicing Right Relationship, by Sellon and Smith

How willing am I to resolve this conflict?

Do I want this to work for both of us or only for myself?

What is the key issue or problem in this conflict?

What do I want to change--and how do I say so without blame or attack?

How well am I seeing the whole picture?

Am I using power inappropriately? Is the other person?

Am I judging the other person without hearing him or her?

What are my feelings? Am I blaming him or her for my feelings?

Have I told him or her how I feel?

What would it be like to take the other person's position--to walk in their shoes?

What do I wish to accomplish specifically?

What can I give?

What points would I need to have covered if we made an agreement?

How can we all save face?

Can we manage this ourselves or do we need outside help?

What opportunities are present for our congregation in this conflict?

How will we acknowledge and celebrate our solution?

--from UUA Vision, Mission, Covenant Workshop Resources
(www.uua.org/documents/congservices/visionmissioncovenant.pdf)