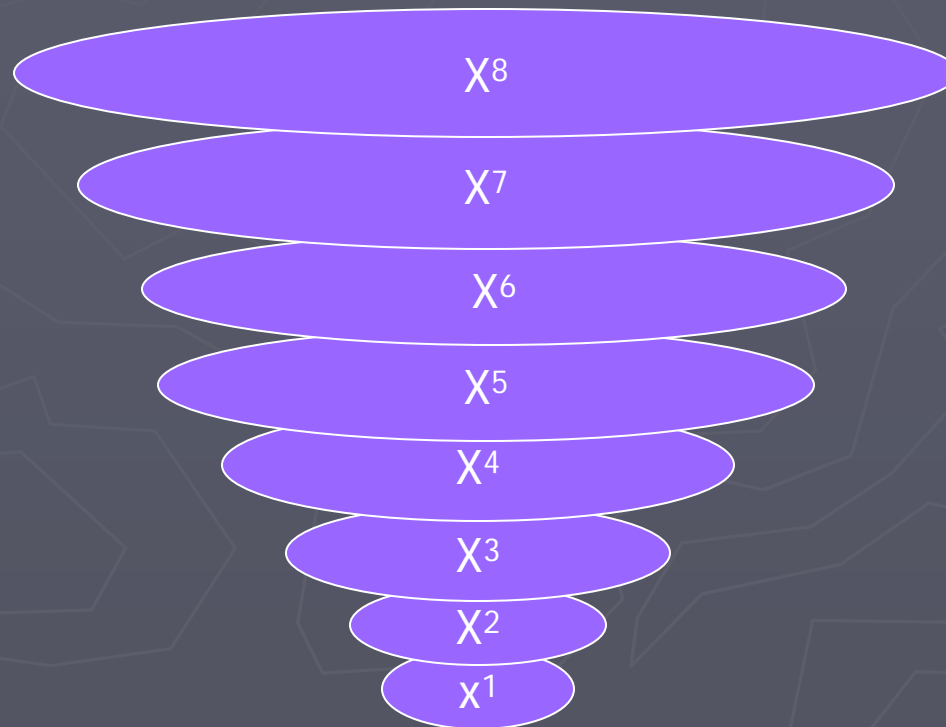


The Spiral of Conflict

The Deadly Spiral



From Carpenter & Kennedy

What is X?



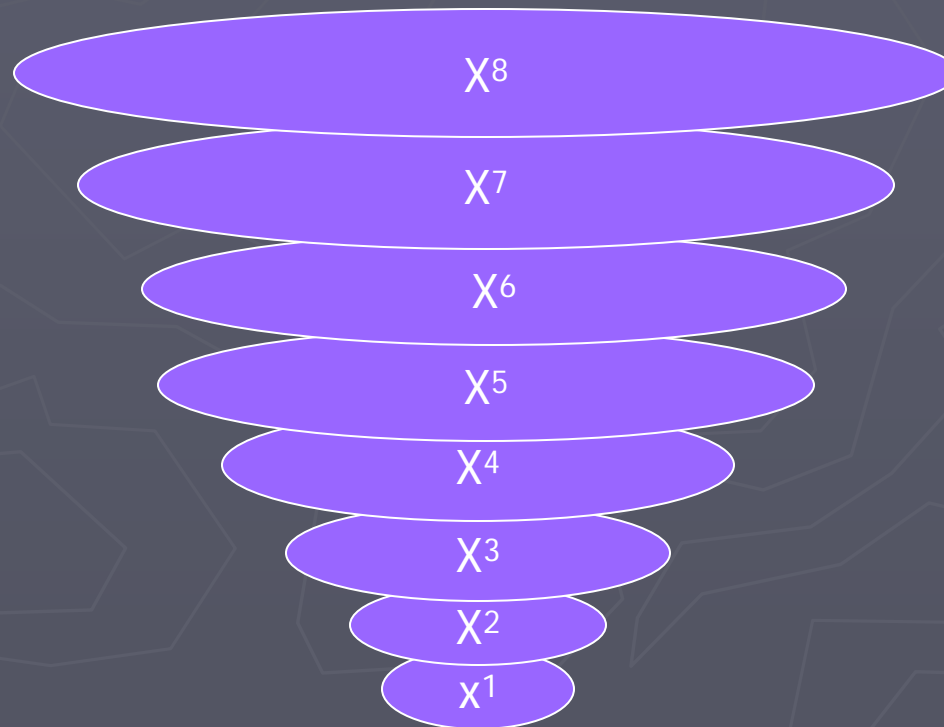
What is X?

X = a given issue or situation that produces anxiety, frustration, or conflict

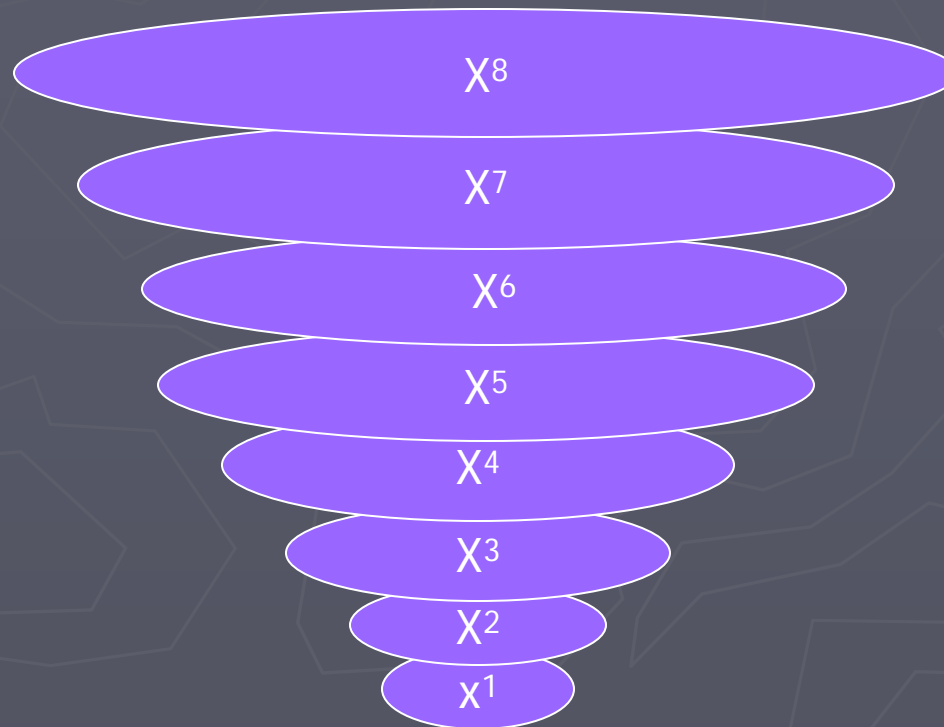
What is X?

As time moves on, if **X** is left unmanaged, it returns in a different guise, and the intensity of emotions surrounding **X** increases significantly!

The Deadly Spiral



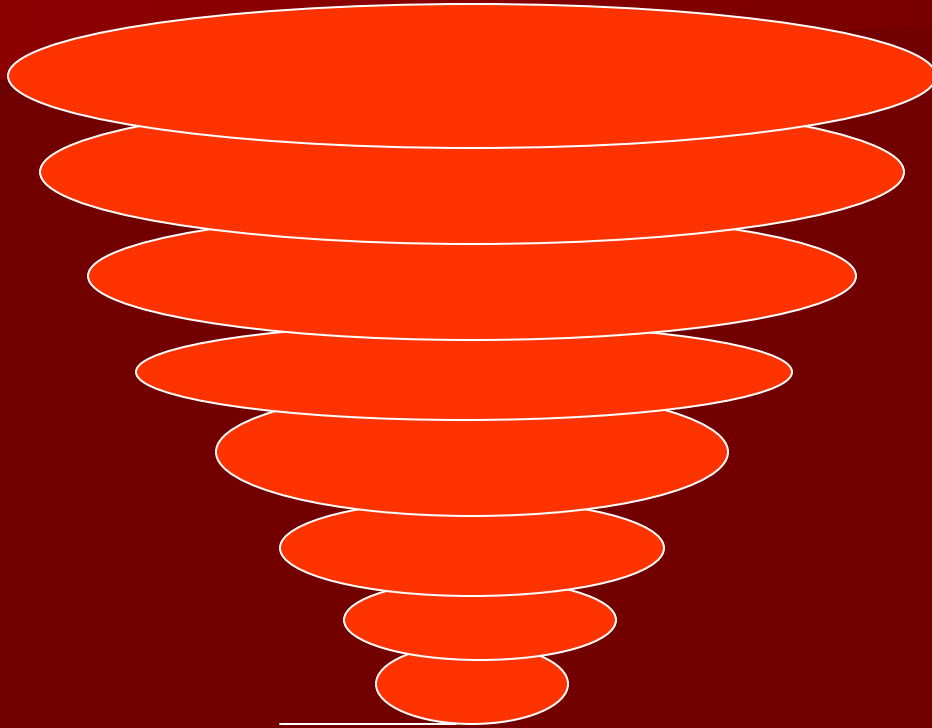
The Deadly Spiral



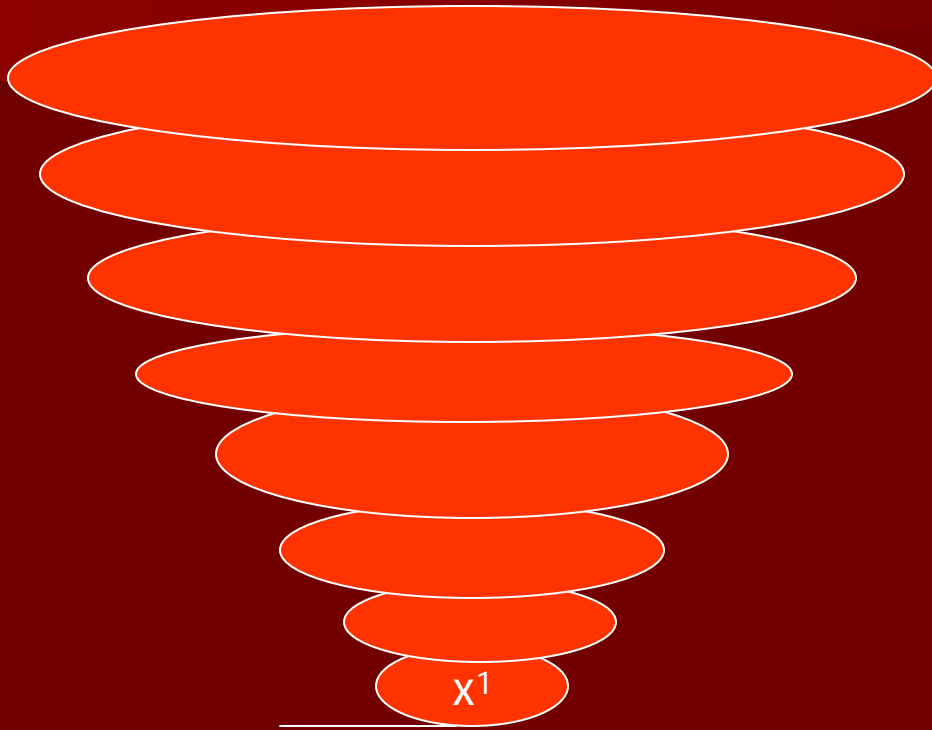
↑
T
I
M
E

⇐ INTENSITY ⇒

What happens at each level?

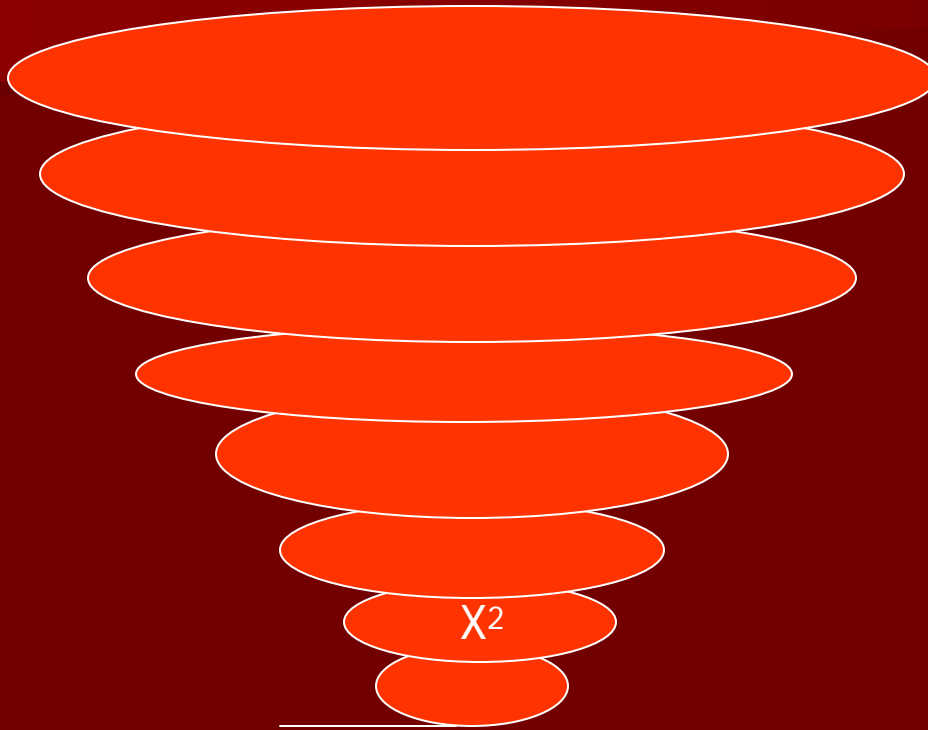


What happens at each level?



Problem Emerges

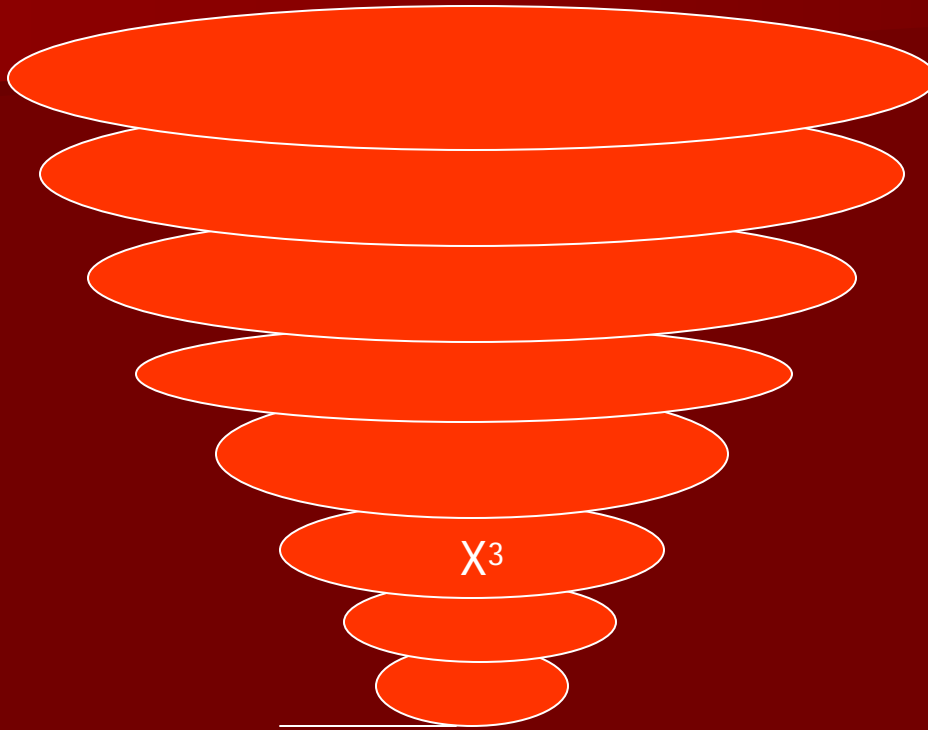
What happens at each level?



Sides form

Problem Emerges

What happens at each level?

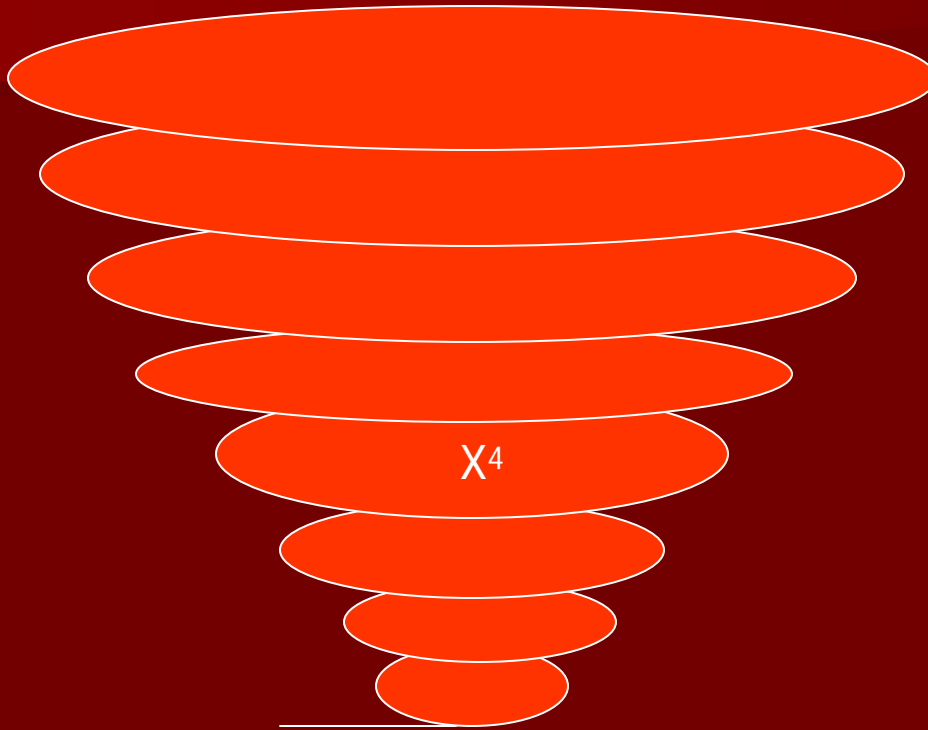


Positions harden

Sides form

Problem emerges

What happens at each level?



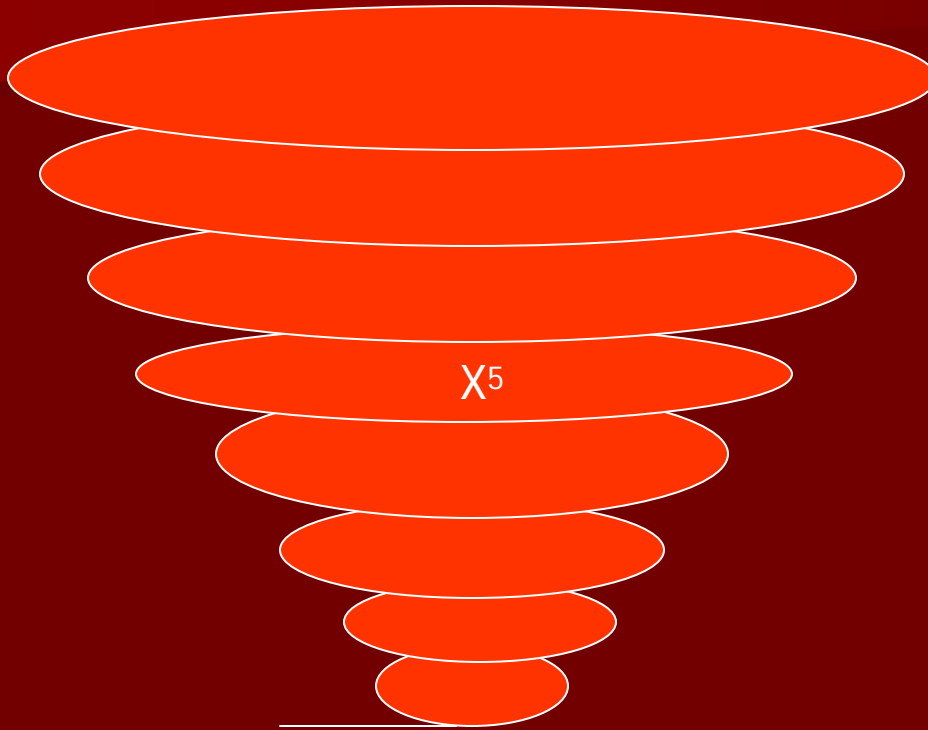
Communication stops

Positions harden

Sides form

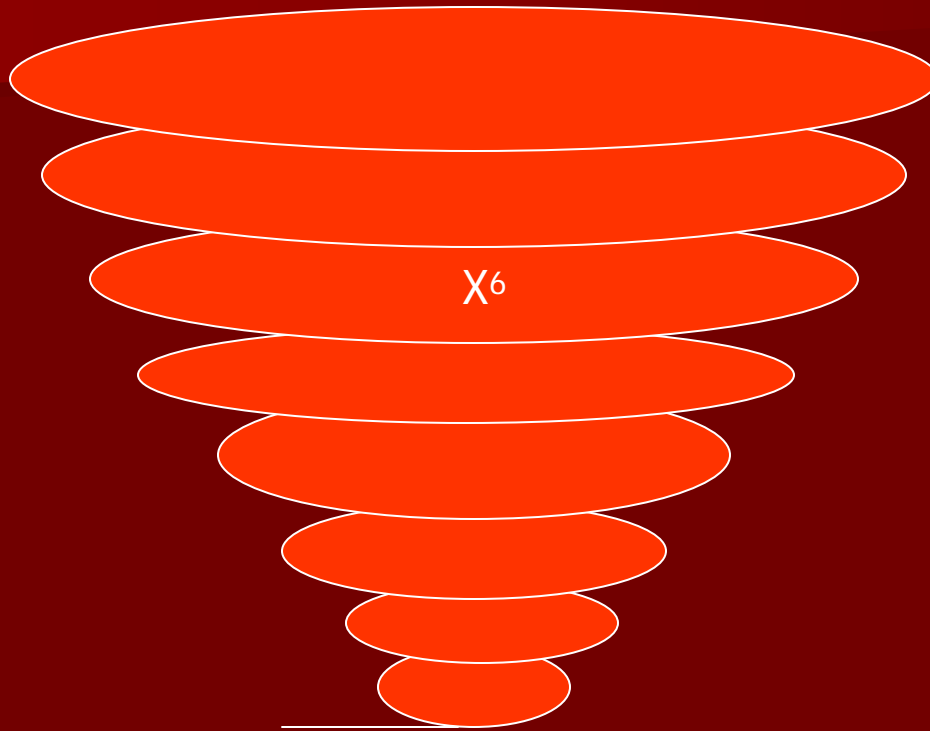
Problem emerges

What happens at each level?



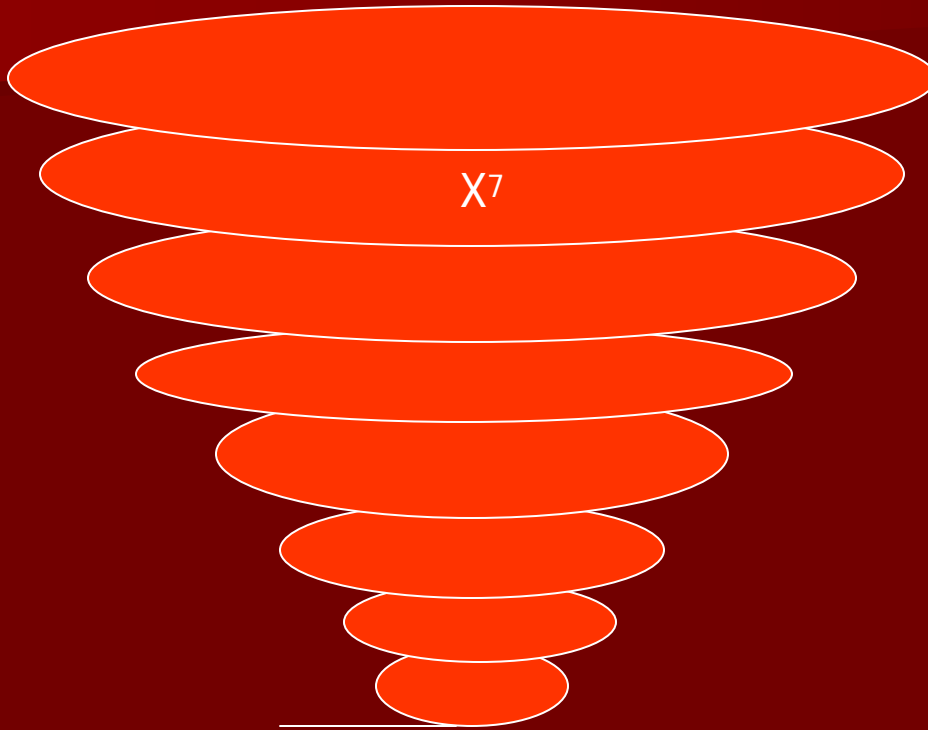
Resources are committed
Communication stops
Positions harden
Sides form
Problem emerges

What happens at each level?



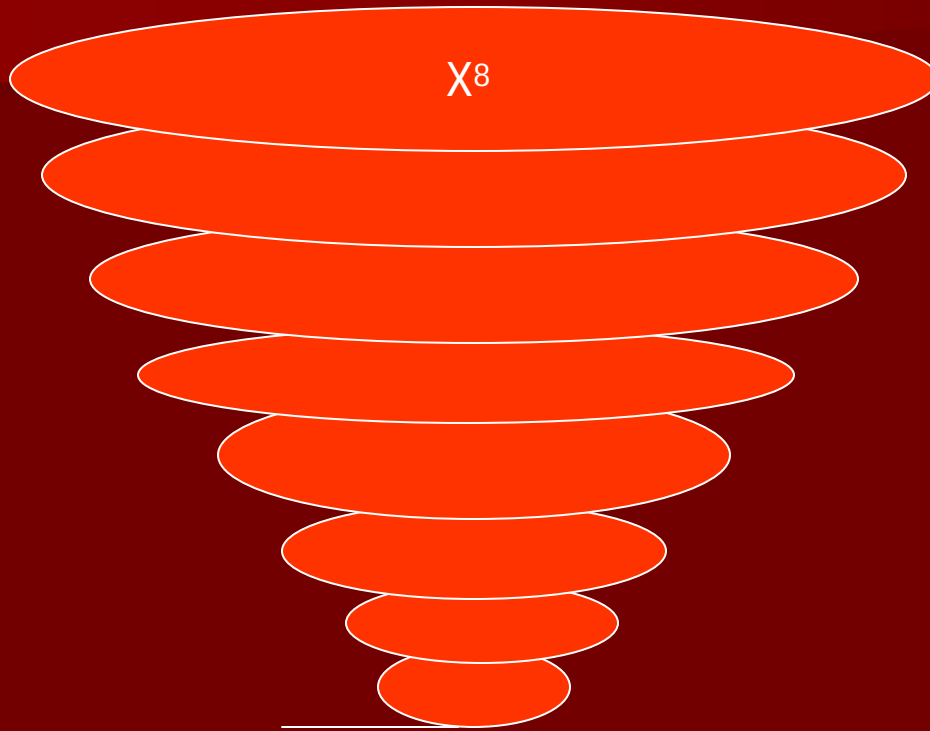
Conflict spills outside
Resources are committed
Communication stops
Positions harden
Sides form
Problem emerges

What happens at each level?



Perceptions are distorted
Conflict spills outside
Resources are committed
Communication stops
Positions harden
Sides form
Problem emerges

What happens at each level?



Sense of crisis emerges
Perceptions are distorted
Conflict spills outside
Resources are committed
Communication stops
Positions harden
Sides form
Problem emerges



Recognize the level of anxiety



Recognize the level of anxiety

- Solutions that work at a lower level will NOT work on a higher level. In fact, they can even work AGAINST us.
-



Recognize the level of anxiety

- Solutions that work at a lower level will NOT work on a higher level. In fact, they can even work AGAINST us.
 - As we move up the spiral, our interaction itself becomes the primary issue.
-

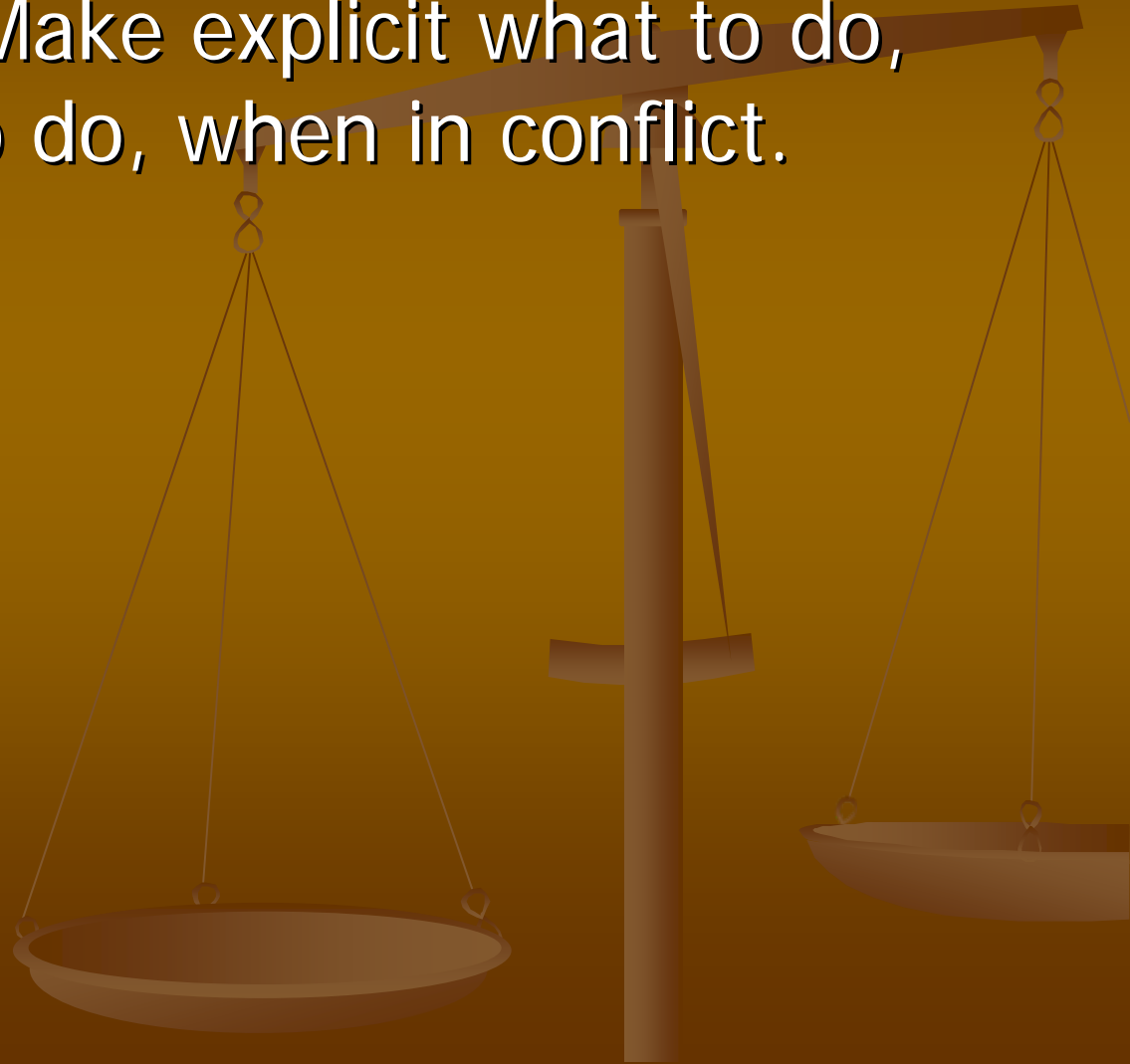


Recognize the level of anxiety

- Solutions that work at a lower level will NOT work on a higher level. In fact, they can even work AGAINST us.
 - As we move up the spiral, our interaction itself becomes the primary issue.
 - Once we reach level 7, it is almost impossible to go back down the spiral.
-

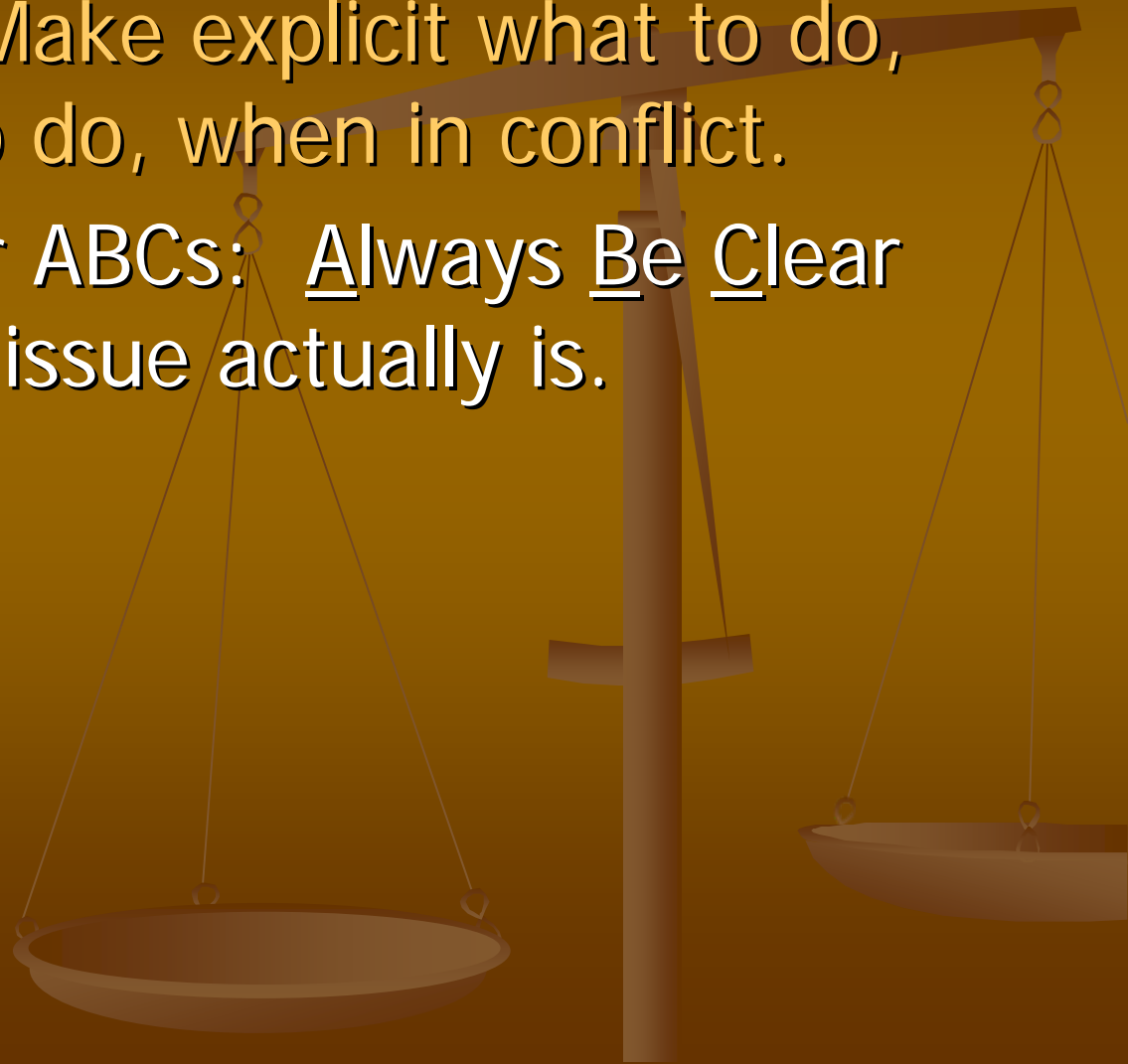
So what can we do?

- Ground Rules: Make explicit what to do, and what not to do, when in conflict.



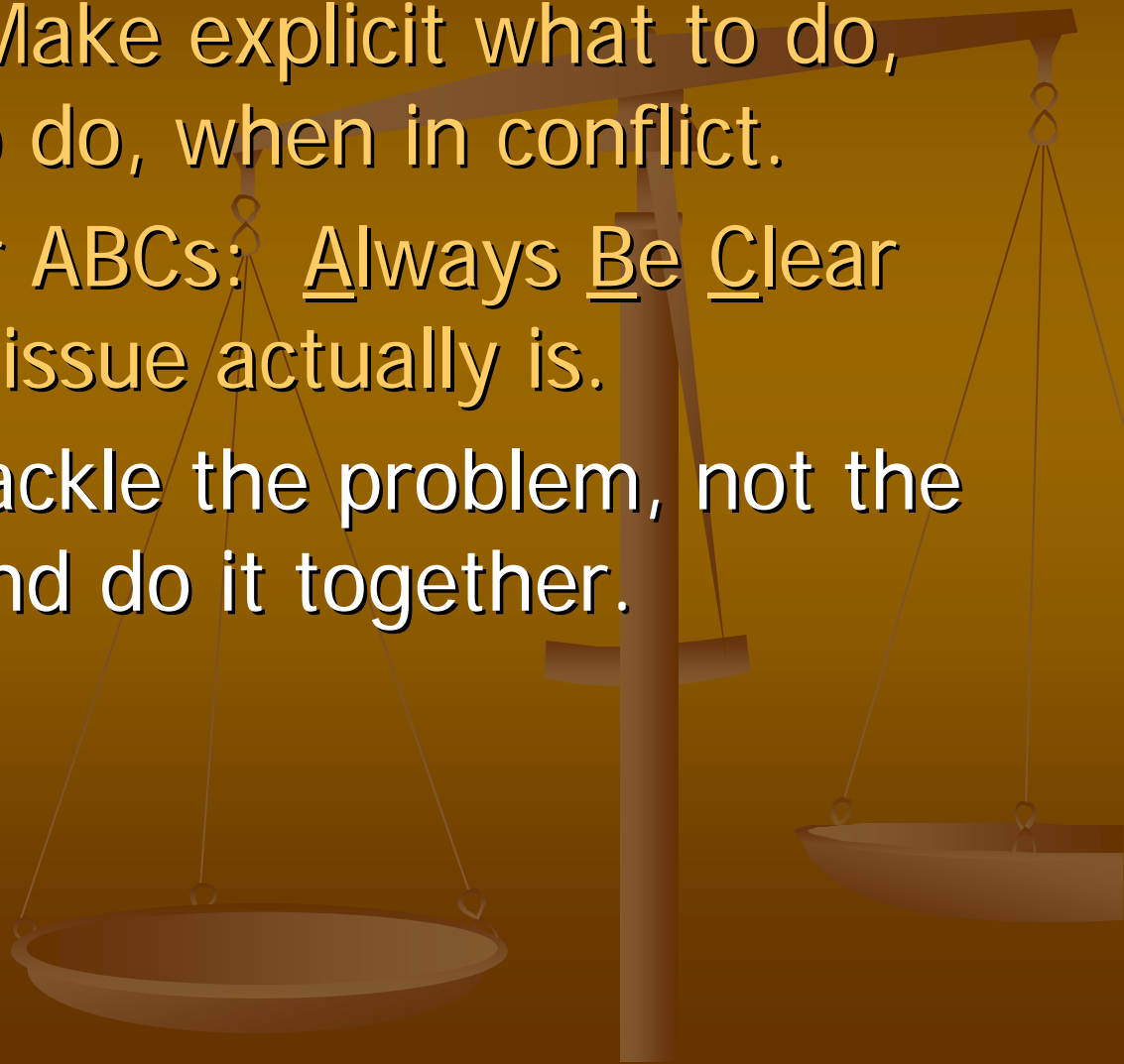
So what can we do?

- Ground Rules: Make explicit what to do, and what not to do, when in conflict.
- Remember your ABCs: Always Be Clear about what the issue actually is.

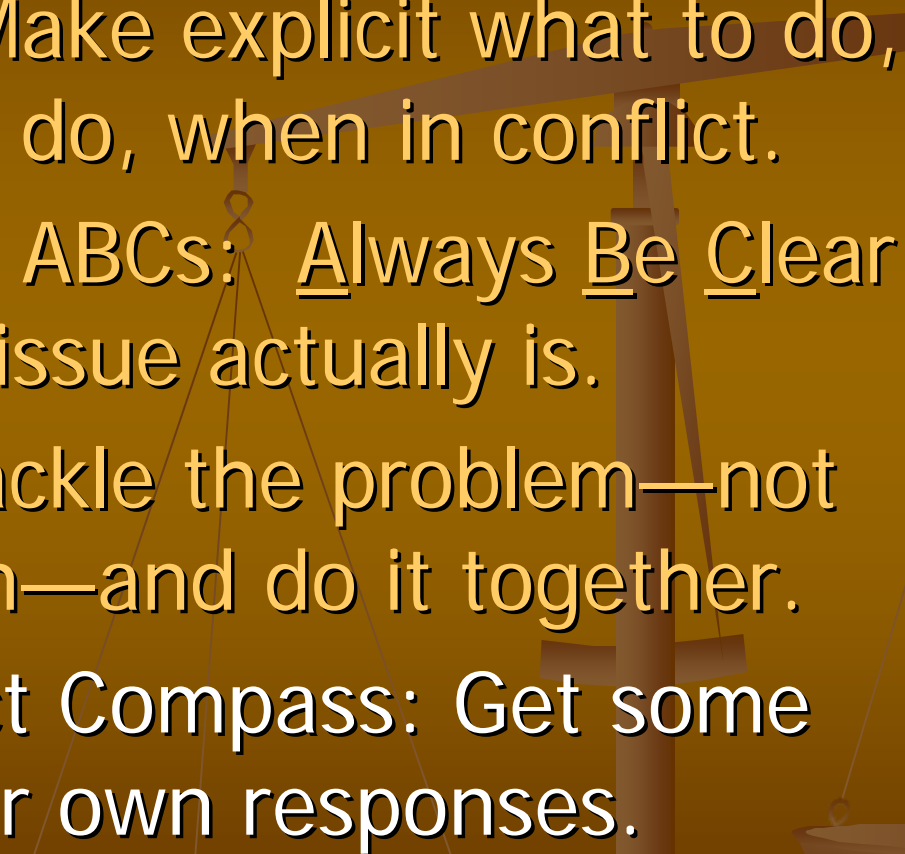


So what can we do?

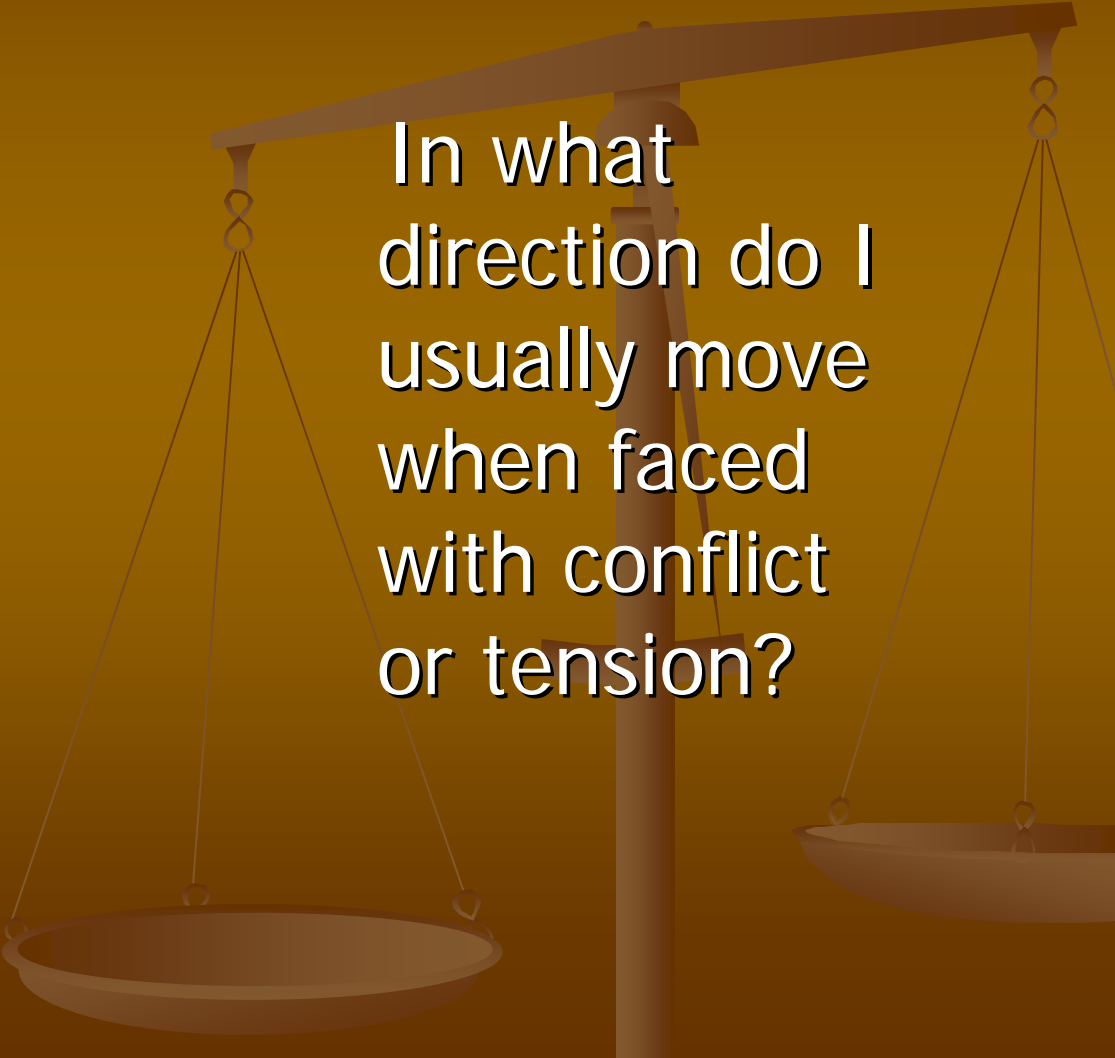
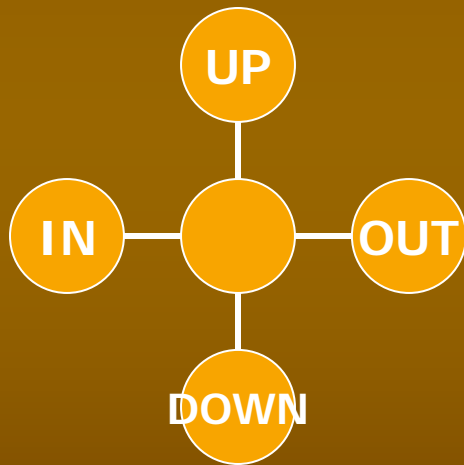
- Ground Rules: Make explicit what to do, and what not to do, when in conflict.
- Remember your ABCs: Always Be Clear about what the issue actually is.
- Create Allies: Tackle the problem, not the other person, and do it together.



So what can we do?

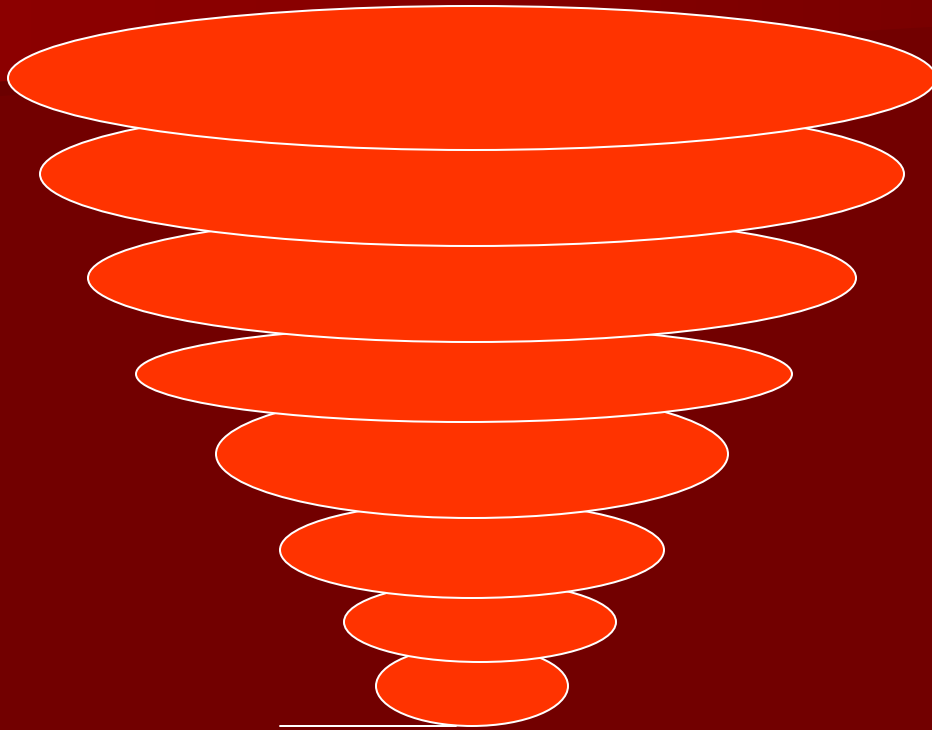
- Ground Rules: Make explicit what to do, and what not to do, when in conflict.
 - Remember your ABCs: Always Be Clear about what the issue actually is.
 - Create Allies: Tackle the problem—not the other person—and do it together.
 - Use your Conflict Compass: Get some direction on your own responses.
- 

Returning to the Conflict Compass...



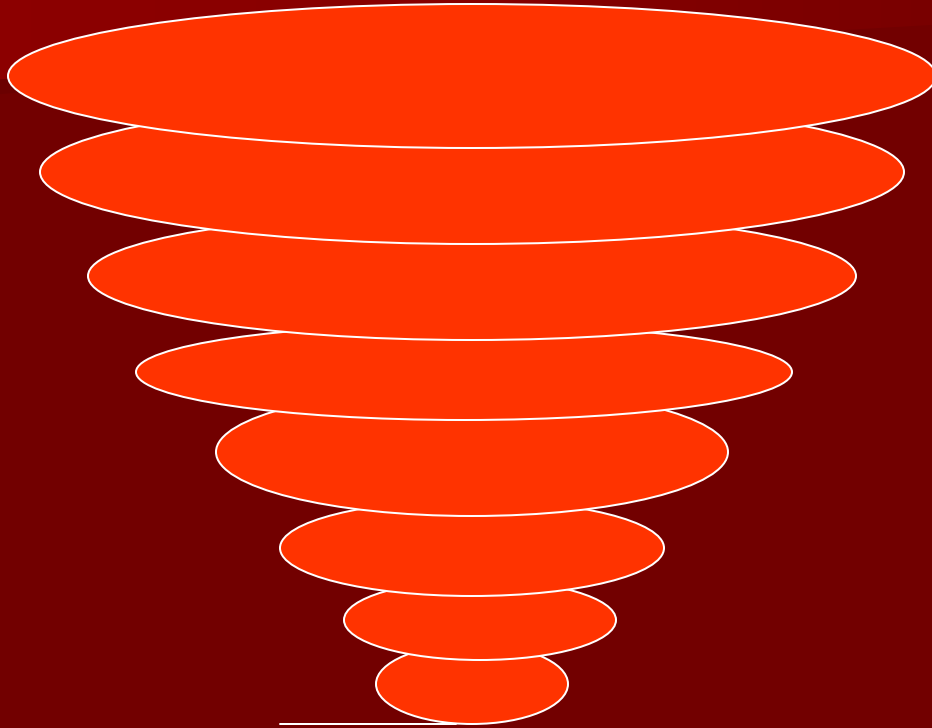
In what
direction do I
usually move
when faced
with conflict
or tension?

Returning to that dangerous spiral...



- Sense of crisis emerges
- Perceptions are distorted
- Conflict spills outside
- Resources are committed
- Communication stops
- Positions harden
- Sides form
- Problem emerges

...describe your own experiences of it, both the struggles and the solutions.



Sense of crisis emerges
Perceptions are distorted
Conflict spills outside
Resources are committed
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The Spiral of Conflict

The Rev. Canon C. K. Robertson, Ph.D.