
Conflict Resolution, Part 1

Module 2: What is Conflict?

PURPOSE OF THE MODULE

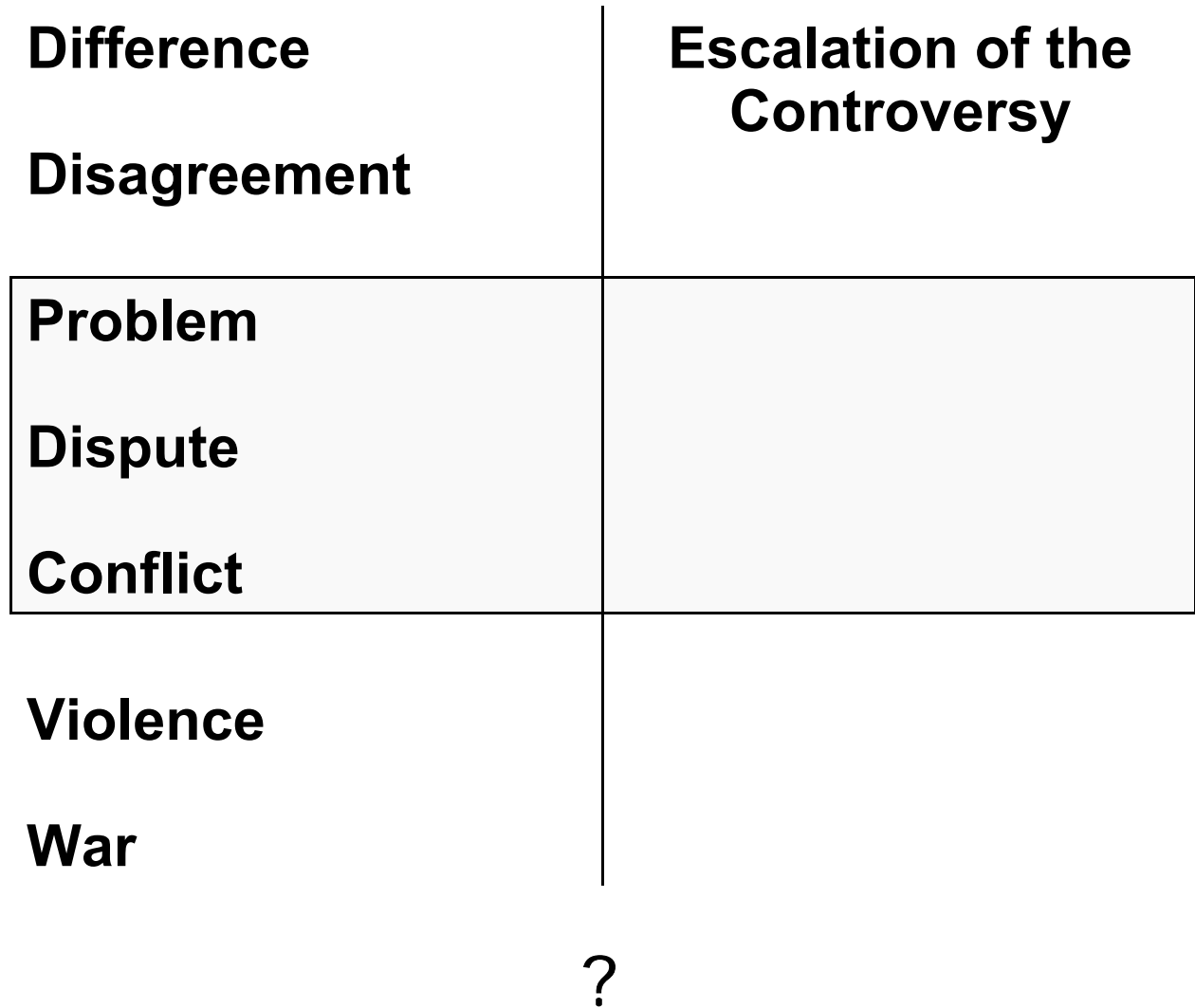
To introduce different classifications of conflicts and assumptions of the conflict resolution approach.

LEARNING OBJECTIVES

By the end of this module, you will be able to:

- 1. Explore the different types of conflicts**
- 2. Identify and analyze conflicts in your own environment**
- 3. Identify basic assumptions associated with conflict resolution.**

LEVELS OF CONTROVERSY



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Differences

- People are different by birth.
- Differences make life interesting. Imagine if all people preferred the same food, dress, profession, etc.
- Difference in itself is not a cause of conflict, but difference can be a source for conflict.

Disagreement

- Disagreement begins when people express their preferences and priorities in comparison with other people's preferences and priorities.
- Disagreement can be harmless and have no consequences, with no need to resolve the disagreement.

Problem

- Problems occur when disagreements or differences cause some consequences for at least one party. Problems could be avoided, but they are disturbing, costly, or both.
- People's daily lives are a series of solved problems.
- Unresolved problems are potential for escalation and crisis or resolution.

Dispute

- Disputes occur when more than one party acknowledges the differences and the problem.
- In a dispute, at least one party expresses its desire to solve the problem.

LEVELS OF CONTROVERSY (continued)

Conflict

- In a conflict, all parties are willing to invest in the escalation of the dispute in order to "win" or not lose.
- In a conflict, all parties feel that their goals are incompatible.

Violence

- At this stage, the parties act to damage, hurt, or exploit resources in order to "win" or not lose the conflict.
- Violence is not only physical; it can be emotional or psychological.

War

- Parties are so engaged in their violence that they use violence to damage the other side's source of power.
- In this stage, parties often forget or ignore their basic differences and the developments that led them to war.