

Conflict Management Worksheet

Conflict can be difficult for some people. It is normal to want to avoid getting into a win-lose situation especially for people who feel like they do not have equal footing in a relationship. However, it is important to know that we have choices available to us! We always have a choice. The great thing about making choices is that if a less desirable choice is made – you may always make another choice!

In conflict (or uncomfortable situations) we have essentially four choices.

Choice #1 – **Accept** – with this choice we choose to fully accept the circumstance and it's outcome. We embrace it with our minds and hearts and welcome it into our reality.

Choice #2 – **Change** – Here we have the opportunity to engage in the situation and see if we can alter it to make it more bearable. Additionally, we may not have the ability to change the situation but we can *change* how we approach (or handle) the situation. This makes our lives much easier.

Choice #3 – **Leave** – Also known as withdrawal. Sometimes a situation becomes unbearable – to accept or to change doesn't seem possible. Thus, to protect ourselves we retreat. The retreat may be temporary or permanent – that's a situational choice we make. Ultimately, we have the right to say, “no deal!”

Choice #4 – **Stay Miserable!** – This is the least preferable choice. We have not fully accepted the situation. We have not exercised our empowered ability to change it (or ourselves) and we haven't shouted “no deal!” either. It is the worst of all possible worlds. That being said, it is still an option that you have available to you and millions upon millions of people chose this option every day!

Whether we acknowledge it or not we are making choices everyday. Many times we can feel overwhelmed or stuck – these times we should investigate if we have selected choice #4. Thoughtful consideration should be given to our next opportunity to make a new choice that leads to personal fulfillment and empowerment. It is important to know that you can be a powerful advocate for yourself!

Lets try out the four ideas in an exercise -**Exercise -**

Challenge: Think of a frustrating situation or conflict that you find yourself in today (or in the near future) and write it down:

What are the choices available to you and the positive and negative impact?

Accept (write how you would accept it with your entire heart, soul & mind - what is your rationale?):

Negative Consequence

Positive Consequence

Change (write how you would change it!):

Negative Consequence

Positive Consequence

Leave (write how you would leave it):

Negative Consequence

Positive Consequence

Or....

Stay Miserable (are you already doing this?) Circle Yes or No

If so, write about how it feels to stay miserable

If you stay on your current course what are some of the negative and positive consequences?

Negative Consequence

Positive Consequence

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Which choice feels best for you? (circle one) -

- Accept
- Change
- Leave
- Stay Miserable

Now that you have made a choice – **go out and do it!**