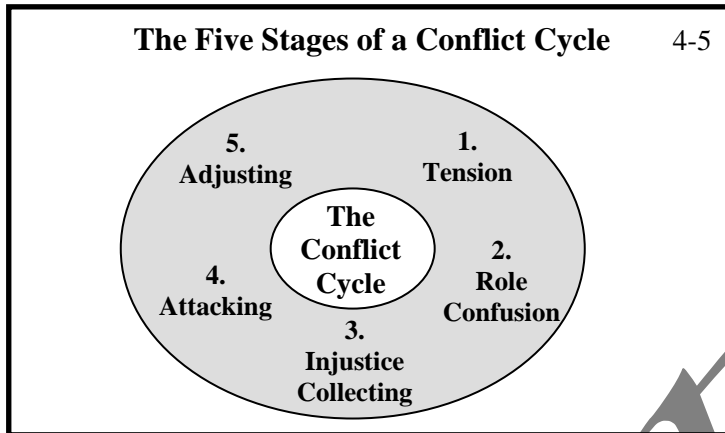


D. Five Stages of a Conflict Cycle.

(Suggested Teaching Time: 10 Minutes)



← Show slide 4-5.

1. Tension Development.

Tension is often sensed, yet ignored. A sense of the loss of freedom in the person gives way to a lack of trust as well as confusion regarding proper roles and behavior.

2. Role Confusion.

Because of confusion or discomfort, the person may attempt to identify the source of tension by asking questions like: "What am I doing to cause this tension? What is he or she doing? What is happening here? Who is in charge?"

← Share with your group that resolution should be attempted at this point.

3. Injustice Collecting.

- The person is convinced that things will get continually worse. They begin to isolate themselves and gather "ammunition" for the coming battle.
- All past and present injustices are recollected, focused on blame or internal accusation. At this stage, the person looks for the "enemy" rather than focusing on the issues.

← Share with your group that much of conflict increases greatly here. That is why it is important to seek resolution before injustice collecting begins.

4. Attacking.

- The person either accuses someone or talks about the perceived injustices with others.
- At this point, the person often makes a defense that blames the other person for the conflict. At this stage, a poorly managed response will lead to an unresolved problem.

5. Adjusting.

- Each participant chooses as to how they will end the conflict. Breaking fellowship or new relational patterns emerge that apply to everyone involved.
- Poorly managed conflict results in avoidance or dislike, while properly handled conflict results in a better relationship and commitment to proper conflict resolution.