

### Activity: Awareness: You & Me

#### Overview

The open-ended statements in Awareness: You & Me intend to help individuals discover and share their reactions to conflict. In addition, through conflict they will learn ways of dealing with individuals and groups. Everyone is given a series of open-ended statements and challenged to complete them as honestly as possible. Participants have the opportunity to develop personal insight and learn from others through dialogue.

#### Set Up

For each pair of participants, print one copy of the *Conflict Management Statement Sheet* from the *Inspire! Conflict Resolution: Initiating & Beginning Activities* software.

#### Instructions

1. Ask participants to find a partner and move to a comfortable and quiet part of the room.
2. Hand each pair a "conflict management statements" sheet. Ask participants to take turns responding to or completing each statement in order.
3. Challenge participants to truthfully answer the statements and provide a thoughtful answer. The more they put in, the more they will take away.
4. Give participants sufficient time and make sure they both respond to the statements.
5. When time is up, put energy into the reflection component and allow space for participants to share.

#### Story Line

Life provides opportunities for individuals to grow and prepare to deal with the situations life brings. In order to gain the most from any learning experience, it is important to be consciously aware of what is going on around you. Since we are learning to manage and resolve conflict, it is important to know where you stand now so you can make good decisions about what strengths you already have and what additional

strengths you want to develop. In a few minutes, you and a partner will have the opportunity to discover your own conflict resolution style and to gain some insight into others. Your challenge is to look deeply into your own experience and gain personal awareness. The more conscious you become now, the greater your learning opportunity. Find a partner and a nice quiet and comfortable space. Look over the statements and begin to answer each within your group. Take the time to be thoughtful and answer each question or statement honestly. Feel free to ask one another questions as well.

#### Safety

Please explain to the participants that conversations are confidential. Participants will not be asked to disclose any of their discussion should they desire to keep it confidential. It is important to provide a solid foundation of trust, respect, and encouragement, and to allow people the space to share.

#### Variations

Another powerful way to facilitate this activity is to allow the pairs to switch members frequently. This presents many different opportunities for meaningful conversations.

This activity can also be given as a take-away assignment where they interview others (a friend, a family member), or even write journal entries about their own answers to the questions.

#### Reflection

##### Discover

- What did you discover about yourself that you would be willing to share?
- What is something of value you received during the discussion?
- How did your answers support your ability to handle conflict?

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#### Connect

- Where did you and your partner share the same beliefs or provide the same answers?
- Where did you differ?
- What did you learn from your partner that will help you resolve conflict?

#### Create

- What insights about conflict resolution did you gain and how will those insights impact you?
- How will you benefit from this experience and use it to make a positive difference in your life?

#### Additional conflict statements to consider for "Awareness"

- Conflict is ...
- The time I felt best about dealing with conflict was when ...
- When someone disagrees with me about something important or challenges me in front of others, I usually ...
- When I get angry, I ...
- The most important outcome of conflict is ...
- I usually react to negative criticism by ...
- When I confront someone I care about, I ...
- When someone avoids conflict with me, I ...
- My greatest strength in handling conflict is ...
- Here is an actual situation in which I was involved in a conflict (explain). What do you think I did? How do you think I felt? (Tell your partner how accurate his/her prediction is)
- When things are not going well I tend to ...
- I imagine that you handle most conflict by ... (Check out your prediction with your partner.)
- I will sometimes avoid unpleasant situations by ...
- I am most apt to confront people in situations such as ...
- I usually hide or camouflage my feelings when ...
- My greatest challenge in handling conflict is ...
- When I think about confronting a potentially unpleasant person, I ...
- I sometimes avoid directly confronting someone when ...
- I am most likely to assert myself in a situation that ...
- By next year, I would like to be able to handle conflict better by improving my ability to ...