**Family Conflict – Dealing with the source Feb. 22, 2015**

**Leaders Notes**

1. What made you happy this past week?

2. What is your usual style of dealing with conflict?

Focus on my

needs and desires

 Focus on others’ needs and mutual relationships

Avoidance – turtle; Giving in – teddy bear; competition – shark; compromise – fox; collaboration – owl.

What might be the advantage and disadvantage of each conflict resolution style?

Turtle – Positives - get’s you away from dangerous situations; allows you to cool down if your emotions are high; sometimes minor issues don’t need to be noticed; Minuses – A conflict can get worse if it isn’t addressed;

Teddy Bear – Positives – maintain the relationships; Negatives – Get taken advantage of; can lead to hidden resentment in the teddy bear

Shark – Positives – the conflict is addressed; sometimes bullies need to be challenged; Negatives – can create resentment in the loser; when parents power up using authority or force, it can create distance and resentment in the children.

Fox - Negatives – fox may deceive people and get them to believe things that aren’t true; others may feel outfoxed or cheated; Positives – tries to give everybody a feeling of getting something they want.

Owl – Negatives – It can take a long time and a lot of energy to truly find a win-win solution; Positives – Best outcomes. Trust, strong relationships, and great feelings of winning together.

3. Is it possible to change conflict resolution styles? How does change happen? ( In different contexts, we may choose a different style. For example, depending on the situation, a boss may choose one style, an employee another. A parent may need to power up and force the issue, or ignore a particular behavior. A child may choose one style because it seems the most expedient. Over time, maturity and experience can help us choose more effective styles in each situation.)

4. James 4:1 indicates that quarrels don’t start with “he” or “she”, it starts within “me.” What is something that you wanted that led to a quarrel at home or work in the last month?

5. Why do we often hurt the people closest to us? (Because they are closest to “us.” They are the ones that aren’t giving us what we want or expect from them.)

6. What is part of the problem in every conflict? (“I’m not getting what I want.”)

7. James 4:2 “You don’t have because you don’t ask God.” What are some things you want that you should be praying about more and doing less powering up over? What would make you really happy?

8. Read James 3:17 – The wisdom that God gives is Spirit filled character. What aspects of godly character would you most like God to give you?

9. James 4:6 “God gives grace to the humble. Submit yourselves then to God.” Who is the most humble person you know, besides yourself? How is your relationship with that person?

10. According to Matt. 5:9, what is the goal of resolving conflict? (Peacemaker). What does it mean to be a peace maker? How is that different from being a peace keeper? What kind of question does a peace maker ask? (“Help me understand what you want so that I can help you get what you need.”)