

CONFLICT

a difference in opinion or purpose that frustrates someone's goals, interests or desires.

Glorify God by moving toward conflict

1. Remove the log from my eye

Examine my heart for an action or attitude that contributed to the conflict

Matthew 7:3-5

2. Reconcile relationships

Repentance involves:

- Express sorrow
- Acknowledge hurt
- Confess behavior
- Promise to change
- Ask for forgiveness
- Speak to all involved
- Make no excuses

Forgiveness means don't:

- Continue thinking about the conflict
- Use it against the other person
- Gossip about it or the other person
- Allow it to hurt the relationship

3. Resolve differences

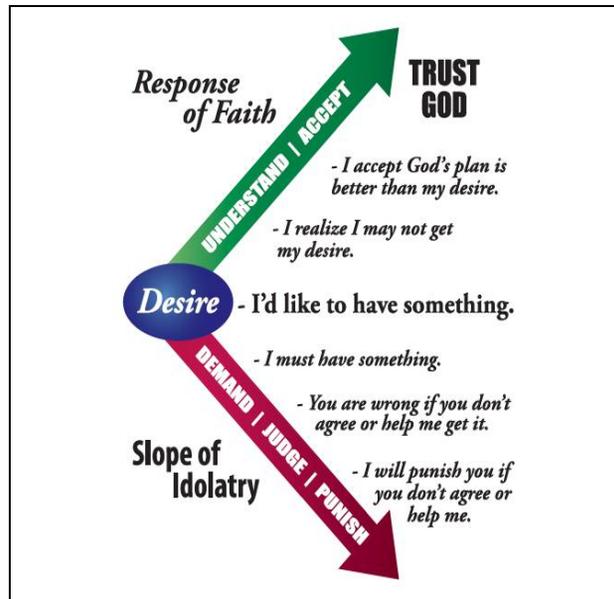
Agree to solutions based on glorifying God and looking to each other's interests

Philippians 2:4 Look not only to your own interests but also to the interests of others

Heart Issues

James 4:1 What causes fights and quarrels among you? Don't they come from your desires that battle within you?

Conflict starts with our desires. Desires can be godly or ungodly. It depends on what we do with them. Desires easily become demands making my desire more important than trusting God. This response starts us down a "slope of idolatry".



When our hearts respond by trusting God and not ourselves, relationships can be reconciled and issues can be resolved

© 2009 RH&SK Barrett

managing conflict on multi-cultural teams

What if...

we learned to talk about our differences instead of avoiding them?

What if...

we communicated in ways that increased our unity rather than ending relationships?

What if...

we saw disagreements as opportunities to grow rather than a defeat?



**Glorify the Lord with me,
Let us exalt His name together.**

responses to conflict

When we ESCAPE we...

- DENY the conflict exists or refuse to act
- RUN from the situation or person
- DIE by ending a relationship

Biblical or non-Biblical?

When we ATTACK we...

- GOSSIP or talk about the situation or person
- FIGHT with words or power
- KILL someone's reputation



Make every effort to keep the unity of the Spirit...

OVERLOOK

OVERLOOK an incident if you can answer "no" to these questions:

- Is it dishonoring to God?
Romans 2:21-24
- Has it damaged your relationship?
- Is it hurting other people?
Luke 17:2-3; 1 Corinthians 5:6
- Is it hurting the offender?

Proverbs 19:11-A wise man can overlook a wrong

Colossians 3:13-Bear with each other and forgive

GO

GO and communicate with the other person after you have prepared your heart and made sure the incident cannot be overlooked.

Matthew 5:24-

Go and be reconciled with your brother

Ephesians 4:25-

Go and speak truthfully to your neighbor for we are all part of the same body

Matthew 18:15 -

Go and show your brother his fault

GET HELP

GET HELP from an advisor, a facilitator (mediator) or a wise person if you need assistance or if going by yourself didn't work.

Proverbs 12:15-A wise man listens to advice

Matthew 18:16 -Go with one or two witnesses

I Corinthians 6:4-5 -

A wise man in the body can decide or judge in unresolved matters