

# ADR Monthly Series for Educators

February 2025



## LEARNING INTO CONFLICT: OWNING YOUR EMOTIONS AND REACTIONS

### INCREASING YOUR SKILLS IN TIMES OF CONFLICT

*Between Stimulus and Response, there is a space. In that space lies our freedom and power to choose our response. In those choices lie our growth and our happiness.*

-Viktor Frankl



#### PLAN

Plan out conversations that you think might be challenging. Write down key words or questions you could ask. Preparation can help you stay calm and focused.



#### STAY CURIOUS

Being in a 'learning mode' requires you to stay curious. Instead of quickly jumping to judgment or a solution, really listen to what others are trying to communicate.



#### PERCEPTION

Everyone perceives the world differently. Remember when conflict occurs that each person has a unique perspective and story to tell.



#### DISENGAGE

Have a plan for disengaging from situations or conversations and know your limits.



#### BE BRAVE

Conflict has the potential to create new ideas, solve continuous problems, or expand the skills of those involved. Be brave knowing conflict can have positive results.



#### Video

##### Start with Yourself: William Ury and Simon Sinek

In this exchange, Bill and Simon cover topics ranging from what it means to put yourself in your own shoes and how to get on the balcony. This conversation will help you understand how you are in control of your happiness and how you can change the stakes and tone of the external negotiations you participate in by first changing the internal game.



#### Audio

#### Transcript

##### Starting with Self: Preparation

In this audio recording with a transcript from Sound Options Group, you will explore your personal beliefs and experiences with conflict and what to do when you perceive someone has a perspective different from your own



#### Assessment

##### Conflict Styles Assessment

Knowing the five main conflict styles can help you understand the choices you have for managing conflict while knowing your conflict style can help you identify how you might want to approach conflict differently depending on the nature of your relationship with the person, the amount of time you have to manage the conflict, and the importance of the issue to you.