



Good Relations

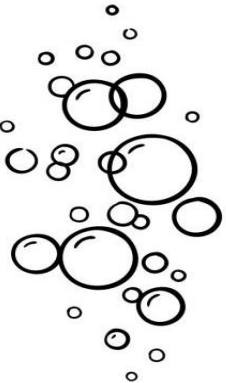


Purpose: To help participants understand and explore the existence of conflict.

Participant learning objectives:

1. Understand conflict and how it arises
2. Be aware of different styles of conflict
3. Understand strategies to help defuse situations of conflict

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CONTENT	METHODS/ RESOURCES <i>Slides 62-71 can assist with this session.</i>	APPROX. TIME
<p>What Is Conflict?</p>	<p>Resources: Flip chart Markers</p> <p>Brainstorm as a group what we mean by conflict. Write people's answers on a flip chart if appropriate.</p> <p>Explain the meaning of conflict -</p> <ul style="list-style-type: none"> • A difference of opinion between two (or more) people or two (or more) groups of people • A disagreement where there is tension. 	<p>15 minutes</p>
<p>How Conflict May Arise – 'Cokey'</p>	<p>Resources: Cola bottle</p> <p>This activity will introduce the concept of getting 'fired-up' or 'wound-up'. We need to understand why conflict arises and the feelings people experience that lead up to, or during, a conflict. Remind participants that we are 'wound-up' by different things – these won't be the same for everybody.</p> <p>Explain that 'Cokey' is a secondary school student.</p> <p>Give 1 minute to think of some of the things that might wind up someone of this age in a normal school day, from when they wake up. It could be at their home, their school, with their friends, anything!</p> <p>Ask someone to start with an example from as early as possible in Cokey's day. They say it, shake the bottle, and pass to the next person. Keep passing around and shaking bottle until lots of frustrations have occurred in Cokey's day.</p>	<p>30 minutes</p> 

	<p>Ask: ‘How might Cokey react if they get into an argument now?’ Pretend to open bottle so you get a mild fizz noise. This helps to illustrate how little things can build up within our day, resulting in an ‘explosion’ (the bottle fizzing over).</p> <p>Debrief: How might we be able to recognise if ourselves or others are ‘wound-up’? What are the physical symptoms? E.g., redness, racing heart, can’t think straight, want to lash out etc.</p>	
Animal Conflict Styles	<p>Resources: Scenarios Printed animal styles</p> <p>Using slides 66- 68 introduce animal styles of conflict. These are the different approaches in which we can respond/ react to conflict.</p> <p>Place each of the five animal styles around the room. Read out each scenario and ask participants to stand by an animal style that a person might use. What could be the benefits of responding in this way? What could be the disadvantages? Ask participants to reflect on the animal style of conflict that they use most often. Tip: Use scenarios that are relative and interesting to your group.</p>	30 minutes
Position, Interests and Needs	<p>Resources: Scenarios from previous discussion OR conflict movie scenes Flipchart Markers</p> <p>This activity will illustrate the need to understand an individual’s position, interests and needs before responding to a difficult situation/ confrontation.</p> <ul style="list-style-type: none"> • Position – Simple statements - What does each person say or believe? • Interests – What does each person want? • Needs – What universal human needs might be under threat? <p>Split participants into smaller groups and provide each group with one of the scenarios. Alternatively, you can use scenes from movies which demonstrate conflict between two or more people. Ask each group to try to establish the PINs of both people in their scenario. They can write these on some flipchart. Once finished, ask everyone to re-group and feedback their answers to the group.</p> <p>Debrief: Was this easy/ difficult to do? If people are able to understand the other person’s PINs, would this make it less likely for the conflict to occur/ escalate? How can this be translated back to Northern Ireland? Are we able to solve conflict between PUL and CNR communities through dialogue around our position, interests, needs?</p>	30 minutes
Check-Out/ Evaluation	<p>Resources: Informal evaluation ideas</p> <p>Choose an activity from the list provided.</p>	10 minutes



Conflict Scenarios

Your mum is shouting up the stairs for you to tidy your room. You shout back that you will do it after homework. Your mum gets cross and starts yelling that no-one helps her around the house. She shouts up again that you are grounded.

What animal style of conflict will work best in this scenario? What won't work? Why?



Your friend has sent you a nasty message after you kissed the person she fancies. You feel so bad. You had no idea she liked the person so much! You know you didn't mean to hurt her.

What animal style of conflict will work best in this scenario? What won't work? Why?



Your teacher has placed you on detention for not having your homework done two days in a row. You try to explain to her that you are experiencing some difficult changes at home, and you haven't had the time or space to complete it. She isn't listening.

What animal style of conflict will work best in this scenario? What won't work? Why?



Your friend keeps on asking you to get drunk with her at the weekend. She is starting to bug you. You have tried to explain to her you are not interested. What animal style of conflict will work best in this scenario? What won't work? Why?



You posted a football kit for sale online on Facebook Marketplace. Sectarian comments and arguments start brewing under your post.

What animal style of conflict will work best in this scenario? What won't work? Why?

Animal Styles of Conflict

