

Conflict Transformation

A Guide to Those in Conflict

When in a conflict feelings and reactions can often be confused and unpredictable. The following points are offered as a possible help and incentive to transform the conflict in a positive way. You are invited to read through them and, if possible, act on what you think may help in your situation.

1. Are communications difficult? Be honest with yourself about how you are feeling in the situation. What are you finding difficult? Try to express your thoughts in terms of: “ I feel this when this this happens or that is said.
2. Is there someone outside the situation that you could talk with? Someone who could help you reflect on the situation and pray with you?
3. Think about how the situation started. Why did you react as you did then? How are you reacting now?
4. Do you think you and others have taken positions in the situation? What needs might lie behind the positions? What do you think are your personal fears?
5. Bring your situation to God in prayer. Listening for any communication from God. What is Jesus saying to you? Through scripture, through pictures, or thoughts. What can you do in response to what you think God is saying?
6. Try to place yourself in the situation of the others that are involved. What do you think they are feeling and why?
7. What could you say, or do, or pray to encourage them? How might you express how you are feeling in a calm centred way?
8. Write down what you might want to say. Leave it for a few days then come back to it. How would you feel if someone said that to you? How might you re-frame your words to still convey your meaning, but what you say would be more readily accepted?
8. Think about how you react in a conflict? Are you following your usual pattern this time?
9. What do you think is keeping the conflict going, or making it worse? How could the tension be lowered?
10. The Church is a Family. Have a think about how anxious the Church as a whole feels at the moment. Why might this be?
11. Do you recognise any repeated patterns of behaviour in your Church? What might be the origins of this?
12. Can you ask some outside the Parish to pray for your Church and Parish?

Rev.Denis Smith Co-ordinator Diocese of Oxford Conflict Transformation Team 2017
Details of the “Conflict Transformation Team” are available on the Diocesan Website.