



THE WAY OF PEACE

Resolving Conflict



Matthew 5:9

Blessed are the peacemakers,
For they shall be called sons of God.



GRACE CHURCH
OF FREDERICKSBURG

Definition of Conflict: Differing cherished values

All conflict is not bad nor is all conflict sinful. According to Ken Sande, conflict allows us the opportunity to:

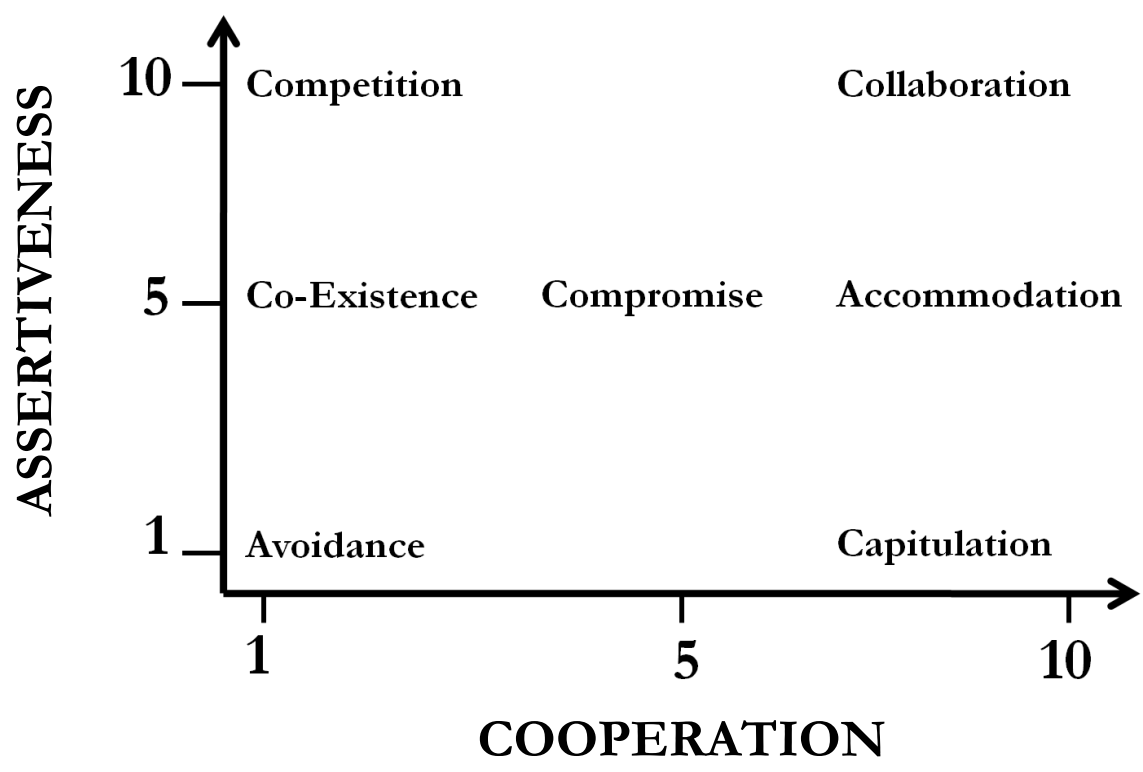
1. Glorify God
2. Serve Others
3. Grow Personally

Causes of Conflict:

1. Expectations
 - A. Unspoken
 - B. Unrealistic
2. Personality Differences
3. Definition of Terms/Words
4. Communication Styles
5. Time Pressure
6. Gender Differences
7. Biblical Ethics
8. Lack of Resources
9. Vision Differences
10. Strategy Differences
11. Culture Differences
12. Value Differences
13. Family of Origin Differences
14. Intelligence Differences
15. Idea/Opinion Differences
16. Perspective Differences
17. Wants or Desires for Differences
18. Control/Power
19. Sin/Selfishness
20. Satan



CONFLICT RESOLUTION STYLES CHART



Styles of Conflict Resolution

Competition - High on assertiveness, low on cooperation. This is where you are demanding your way. (Assertiveness means asking for your demands/needs/wants to be met.)

Co-Existence - Mid-range assertive. Low on cooperation with other party. You both agree to disagree.

Avoidance - Low on assertiveness. You don't say what you want. Low on cooperation. You avoid talking to other party (about the conflict) as much as possible.

Compromise- Midrange on assertiveness and cooperation. You both give in or give up demands (desires, wants) to come to some middle ground.

Capitulation - Very low on assertively asking for what you want. You give in to the demands of the other party. High on cooperation with what other party wants.

Accommodation - Mid-range assertive in asking for what you want. High on cooperation. You allow and embrace other party's demands in your world while not getting what you want but for the most part you are okay with that.

Collaboration - High on both assertiveness and cooperation. You both hear each other's demands and work together so both of your demands are met. You brainstorm positive solutions together.

*** Editorial comment:** Different situations call for different styles. Which style should you employ to attain optimal results?

Examples From The Life Of David

Competition - After Absalom's rebellion, Sheba pulls away the Northern 10 tribes from David. David pursues Sheba. Sheba dies and the Northern tribes reunite with King David. (*2 Samuel 20:1-26*)

Co-Existence - After Saul's death, David became King in Hebron for 7.5 years while Ishbosheth, Saul's son, was King in the North. (*2 Samuel 2:10-11*)

Avoidance - Absalom revolts against his father. Instead of fighting his own son, David leaves town hoping things would work out. (*2 Samuel 15:16*)

Compromise - Absalom kills his brother Amnon for raping their sister Tamar. David is mad. Absalom leaves town for 3 years (fearing dad's anger). David compromises and allows Absalom to return to Jerusalem. (*2 Samuel 14:21*)

Capitulation - David could have killed Saul - but he would not. He allowed Saul to remain King. David would not usurp the throne. (*1 Samuel 24:1-22, 1 Samuel 26: 1-25*)

Accommodation - When David was on the run from Absalom, a man named Shemei cursed David when he left Jerusalem. After David returned, he allowed Shemei to live in Jerusalem concluding God had allowed Shemei to say those things about him. (*2 Samuel 16: 5-14*)

Collaboration - David collaborates with Abner to unite his Southern Kingdom with the 10 Northern tribes. David appoints some of the Northern army generals to be in his army. (*2 Samuel 3: 12-21*)

Interpersonal Conflict Resolution Skills

The way of peace making is not easy. It takes faith and work. When you experience conflict, the way to resolve it biblically is LOVE.

L - Learn God's Perspective

O - Outline the Issue

V - Validate The Other

E - Engage in Change

L - Learn God's Perspective

1. Clarify the issue specifically. What is God asking you to do? (*John 8:32, Psalm 51:6*)
2. Allow for self-examination. Do you contribute to the problem in any way? (*Matthew 7:1-5, Romans 12:1-2, James 1:5*)
3. Overlook the offense if you can. Can you healthily absorb the loss? Don't bring it up if it doesn't affect the relationship. (*1 Peter 4:8, Proverbs 10:12, 19:11, 17:14*)

O - Outline the Issue

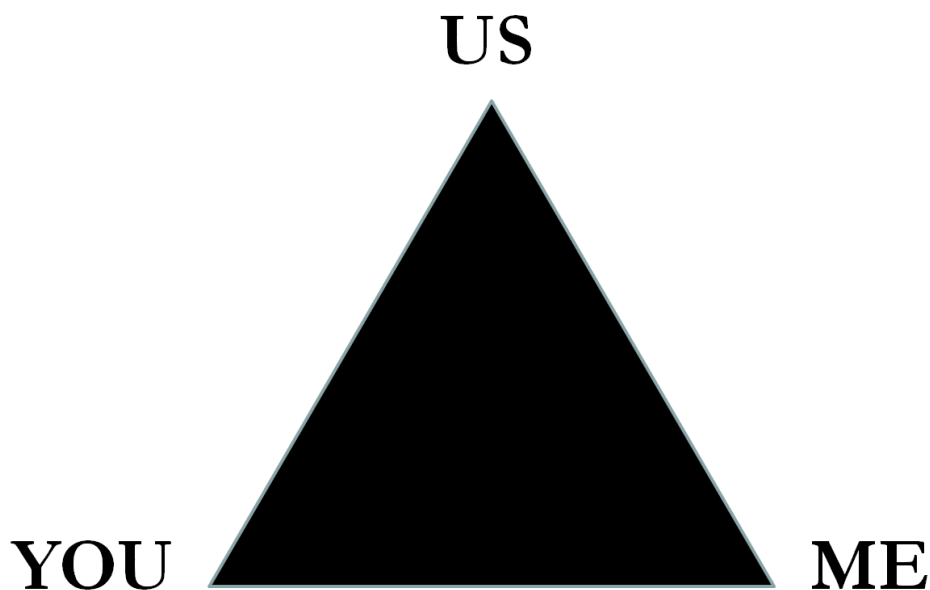
4. If you can't overlook it, set an appropriate time and place to discuss the issue. (*Ecclesiastes 3:7, Matthew 5:24*)
5. Stick to this issue. Don't bleed into other issues. (*Matthew 18:15*)
6. Use statements like, "I would like..." or "when you do 'A' I feel 'B'...". (*Ephesians 4:25, Philippians 4:6*)

V - Validate the Other

7. Avoid accusing language ("You make me..." or "You always..." or "You never..."), name calling, verbal abuse. Control your tongue. (*James 3:5-6, Galatians 5:20, Proverbs 17:9, Ephesians 4:29, Proverbs 15:18, 29:11*)
8. Listen attentively until you understand the other person. (*James 1:19-20*)
9. Repeat back what you heard them say. (*Proverbs 18:13*)
10. Affirm and impart worth to the other both verbally and non-verbally. (*Philippians 2:4*)

E - Engage in Change

11. Brainstorm possible positive solutions. (*Proverbs 11:14*)
12. Set proper boundaries as needed. (*Titus 3:10, Matthew 18:15-17*)
13. Evaluate the process. (*1 Thessalonians 5:21*)
14. Try a new solution if last one did not work. (*Matthew 18:15-17*)
15. Seek mediation if you can't work it out between the two of you. (*Matthew 18:15-17*)



“Love” is the way to begin thinking about solving conflict from the perspective of “what is best for us” your own way to peace.

Relationship Restoration

1. When sin is involved, one party's job is to forgive. The other party's job is to repent.
2. You can forgive even if the other doesn't repent.
3. You can repent even if the other doesn't forgive.
4. The fullest restoration of relationship occurs when one fully repents and the other fully forgives.
5. The following chart shows what happens in our relationship to God and the other person when forgiveness and repentance intersect.

REPENTANCE

True <ul style="list-style-type: none"> • You-Real Change • Other-Potential for Restoration • God-Life Flow from God 	Partial <ul style="list-style-type: none"> • You-Little Change • Other-Estranged Relationship • God-Limited Life From God
Shallow <ul style="list-style-type: none"> • You-No lasting Change • Other-Superficial/Stifled Relationship • God-Squelched Life from God 	None <ul style="list-style-type: none"> • You-No Change • Other-Lack of Relationship • God-Resisted by God

FORGIVENESS

True <ul style="list-style-type: none"> • You-Free Heart • Other-Potential for Restoration • God-Life Flow from God 	Partial <ul style="list-style-type: none"> • You-Controlling Heart • Other-Strained Relationship • God-Brass Heaven
Shallow <ul style="list-style-type: none"> • You-Immature Heart • Other-Superficial/Stifled Relationship • God-Anemic Life from God 	None <ul style="list-style-type: none"> • You-No Change • Other-Lack of Relationship • God-Resisted by God

Bibliography

Sande, Ken. *The Peacemaker*. (Baker Books 2006).

Cloud, Dr. Henry and Dr. John Townsend. *Boundaries Face to Face*. (Zondervan 2003).