

Considerations for Conflict Correction

Conflict between team members is a reality in our world. Conflict can be positive if the differences of opinion are centered around the ideas and issues. Varying ideas and insights can be a very healthy part of teamwork.

But sometimes conflict becomes personal and detrimental for the team. If you find yourself dealing with this type of conflict, please consider the following ideas:

1. **Start the process with Scripture and prayer** - Set a solid foundation for your conversations around the Lord's Word and ask for God's blessing on the process.
2. **Understand the Strengths of each person** - The CliftonStrengths assessment gives great insight into how each person is naturally wired to look at the situation and how they may approach the solution.
3. **Utilize a Conflict Resolution Style Quiz** - Resources are available to identify the preferred style of approaching and dealing with conflict for each person.
4. **Identify the root issue** - Spend the time determining what is at the heart of the conflict rather than using a lot of time dealing with superfluous topics or dwelling on past disagreements.
5. **Explore the Spiritual, Emotional, and Physical Health Components** - There may likely be underlying issues that need to be dealt with and improved before real conflict resolution can be accomplished.
6. **Find a trusted third party** - A spiritually-mature person who is respected by all individuals may be vital to the process of working through the conflict in an effective manner especially if there is a lack of trust between the people involved.
7. **Communication is a key** - Sometimes getting the conversation started is the hardest part. Remember that listening can be more important than talking.

Grace in Action (GIA) can assist with understanding CliftonStrengths and Conflict Resolution Style. GIA also offers extensive Spiritual, Emotional, and Physical Wellness programs. GIA can also provide a module that focuses on The 5 Essentials of a Ministry Team. Please contact GIA for more information about how we could partner with you and support you through strengthening your team and team members to greatly reduce negative and detrimental conflict.