

Seven Benefits of Positive Conflict

Positive conflict is not only good for a ministry team, but it is actually essential. Having solid trust and being united on mission and vision are necessary prerequisites. When those foundational components are in place, conflict is truly positive when the spirited conversation focuses on the ideas and issues rather than degenerating into personal attacks on team members.

Positive conflict occurs when people exchange differing viewpoints in a productive manner. It is a blessing for ministries and helps forge them into a highly functioning team.

Please consider the following benefits of positive conflict:

1. **Engages all members of the team** - Team meetings are valuable and compelling when all teammates are actively involved. Based on the Strengths of the participants, the leader may need to empower and invite everyone to participate.
2. **Generates many ideas** - Intriguing conversation spurs a variety of thoughts and opinions. This array of input is valuable in getting numerous possibilities on the table for further discussion and evaluation.
3. **Acknowledges differing viewpoints** - Based on Strengths and experiences, even people on a united team look at situations differently. A healthy team will recognize and appreciate divergent viewpoints without them causing a rift.
4. **Focuses on ideas and issues** - When a team is united on mission and vision, positive conflict can focus on the real issue and potential ideas. Colleagues can say, “I don’t agree with that idea” without it becoming a personal attack or undermining team unity.
5. **Identifies the best solution** - Once all the ideas are on the table, the conversation turns to determining the best solution. Discussions should end with a clear direction and a definitive plan of action.
6. **Minimizes artificial harmony** - Unfortunately, some teams develop artificial harmony where meaningful conversations aren’t held during the meeting but infighting and complaining about the outcome occur after the meeting. Encouraging positive conflict during the meeting allows for constructive dialogue to take place as decisions are being made.
7. **Builds team commitment** - Although not everyone gets their way with every resolution, positive conflict allows everyone’s ideas to be heard and validated in the process. Once the decision is made, healthy teams move forward with a united front.

Interested in more information about “The Five Essentials of a Ministry Team”? Please visit the [Unifying Teams](#) page of the Grace in Action website. We would be honored to serve you in this way.