

Navigating Conflict



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Nature of Conflict

- Conflict is natural
- Conflict is neither positive or negative – *it just is*
- Nature uses conflict as its primary motivator for change
- It's not whether you have conflict in your life. It's what you do with it that matters





DEFENSE MECHANISMS

- **Attention Getting**
- **Rationalization**
- **Compensation**
- **Identification**
- **Projection**
- **Insulation**
- **Regression**
- **Repression**
- **Fantasy**
- **Negativism**





Sources of Conflict

- Limited resources
- Different goals
- Role ambiguity
- Work relationships





Sources of Conflict

- Individual differences
- Organizational problems
- Communication problems
- Misunderstandings





Martial Arts - Aikido

- Non-aggressive
- Neutralizes opponents
- Blends with energy
- Attacker's size is irrelevant



- Connection is reality
- Separation is illusion
- True strength comes from blending energy
- Strive to eliminate tension, fear and boundaries





Being Centred

- A psychophysiological state
- Is strengthened through practice
- allows you to be more authentic and open
- produces emotional and physical stability





Being Centred

- Has a positive effect on relationships
- Has a great impact on developing trust
- Brings you to a point of clarity
- It is always your choice, at any time





Becoming Centred

- Understanding
- Preparation
- Breathing
- Visualization
- Calm
- Self control





Be Open to Change

- Change is the most common element in the universe
- Willingness to change eliminates “failure”
- embracing change is choosing your future
- Flexibility promotes expansion over shrinking





Conflict

Becomes



Contrast

