

## Conflict Conversation Reflection Worksheet

### Identify the Conflict

1. Who is involved in the conflict? When did it start?
2. What is the conflict about?
3. What emotions do you have about the conflict?
4. How have others contributed to the conflict? How have you contributed to the conflict?

### Look Beyond the Conflict

1. What do you believe is the cause of the conflict?
2. What is your goal in bringing up the conflict with the other person? *Reflect and consider goals that are 1) realistic, 2) positive, and if possible 3) include the needs of the other person.*
3. What was your relationship with this person like previously?
4. What would you like your future relationship with this person to look like?

### Approaching the Conflict

1. Have you attempted to talk directly to the other person? If not, why?
2. Which of your needs or values have felt most disrespected in this conflict? Which of these are most important to you? How might you communicate those to the other person?
3. What do you need from the other person for this relationship to be successful? How would that help you?

4. What do you know about how you approach conflict? What do you know about how the other person best receives conflict? In light of this, what can you do to make sure the conversation clear, kind, and productive?

### Perspective-Taking

1. How do you think the other person would explain the conflict from their perspective?
2. What information do you need from the other person in order to better understand and resolve the conflict?
3. What might the other person need from you to resolve this conflict?
4. Is there anything in the conflict that you can take responsibility for?

### Problem-Solving

1. What are possible ways that your needs or values (from Approaching the Conflict, question 2) can be respected again?
2. What are possible actions/steps that the other person could do to help resolve the conflict and repair the relationship? How do you think the other person would feel about doing these?
3. What are possible actions/steps that you could do to help resolve the conflict and repair the relationship? How do you feel about doing these?