

Conflict Management

Title: Truth or Consequence

Scripture: Topical

Opening:

- Talk about something good or bad that happened this week.
- One part of a small group is to enjoy life together. Along with this comes challenges. What are some things we can do to emphasize this in our group?

Dig

Reviewing the Message (1-2 questions like these):

- What emotions does “conflict” surface?
- Are the statements from Sunday that conflict is both necessary and an opportunity true? What does God accomplish through conflict? Are you a bad person if you embrace conflict? What if you don’t?
- A pitfall of conflict is triangulation. Are you someone who creates a triangle or breaks it? Read Matthew 18:15 and talk about this.

Engaging the Message

- Pastor Dave described conflict in several ways: a broken relationship; a spiritual collision; inevitable; necessary; and, an opportunity. James, as he writes in James 4:1-3, seems to have a pretty good understanding of human nature. What does this passage teach us about conflict?
- There are three primary responses to conflict. Each can be appropriate, but the middle responses are generally better. On either end are FIGHT or FLIGHT. In the middle there are PEACEMAKING responses. There are six peacemaking responses: Overlook, Reconcile, Negotiate, Mediation, Arbitration and Accountability.

- Look up Matthew 5:23, 24 and Colossians 3:13. What do these passages teach us about reconciliation?
- Matthew 18:16 has some insight on mediation. Why are responses to conflict like mediation and reconciliation better?

Living it out - Application

- On Sunday Pastor Dave introduced the Feedback Formula. Break into groups of two and walk through this scenario.
 - **Introduce the conversation**
 - Hey Dave, do you have five minutes, I just need to talk to you about something.
 - **Affirm the relationship**
 - This may be a little difficult to hear, it's a little difficult for me to tell you, but I care about you and I care about our working relationship.
 - **Describe the Behaviour – "I've noticed..."**
 - I've noticed you have an odor
 - **State the impact of that behaviour**
 - We work in close quarters and I know people don't want to work with you.
 - Go back to step two. I know this is awkward, I know this may be hard to hear, but I don't want this to negatively impact you
 - **Ask their perception of the situation**
 - Have you heard others say this to you before?
 - This probably isn't new to them
 - **Make a suggestion or a request**
 - Go see a doctor
 - Only wear your clothes once and then wash them
 - Take a shower in the morning not at night
- How did you feel about this exercise? Have you ever done something like this? How did it go?

PRAYER

(Consider breaking up into small groups of 3 or 4, either as couples, or as just men and just women)

- Are there specific things or needs to pray about?
- Without creating a triangle, is there a conflict that you need to respond to? Pray about this and report back next week.