

Keys to Conflict Resolution

Introduction:

- **Conflict** - When there is a perception of a violation of an agreed upon expectation.
- **Conflict Resolution** is the tool that God has given us to sustain the maximum potential of relationships.
- **Back to the Garden of Problems... (Genesis 3:8-13)**
 - The very first conflict...
 - When conflict happens...there is a fear potential
 - When conflict happens...we hide
- **The Goal** – Unhiding (the definition of “truth” [Grk.-*alethia*])

Three Key Values We Will Explore: A Work of the Trinity

- **Reconcile** – establishes identity – I am “at-oned” with God
- **Redeem** – worth and value – maximizing the worth of a thing
- **Restore** – functionality/place/belonging

- **Reconcile** – The FATHER
- **Redeem** – The SON
- **Restore** – The HOLY SPIRIT (Cf. NEHEMIAH!!)

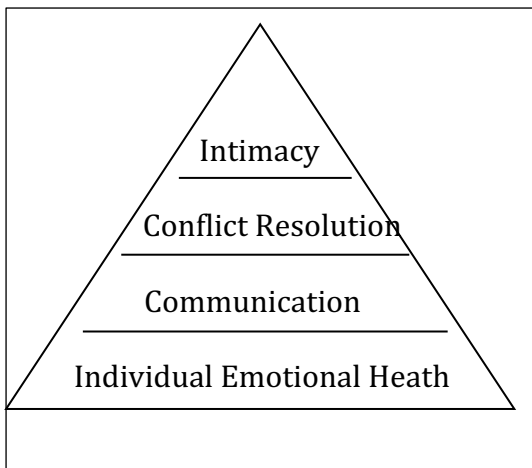
- **Reconcile** – The FATHER – 1. Who Am I? (son/daughter)
- **Redeem** – The SON - 2. What is my worth/value?
- **Restore** – The HOLY SPIRIT 3. Can I be transformed to know/live #1 and #2?

Where conflict happens, there is the perception that one of these has been violated to some extent.

As I Enter the Room of Resolution

- **My Conflict Paradigm –**
 1. Proverbs 12:15 – **How I see me**
The way of a fool is right in his own eyes,
But a wise man is he who listens to counsel.
 2. Proverbs 21:2 – **How I see you**
Every man's way is right in his own eyes,
But the Lord weighs the hearts.

The Relational Pyramid:



1. At the foundation of it all is determining the source of and substance of personal wholeness...
2. How I _____ will determined by since of personal wholeness.
3. The degree to which we will achieve _____ is shaped by how we communicate.
4. The goal is to walk in a life-giving relationship at some level of relational _____.

Resolving the Conflict of the Ages: A Model in Conflict Resolution

Philippians 2:3-11 (NASB95)

3 Do nothing from selfishness or empty conceit, but with humility of mind regard one another as more important than yourselves;

4 do not merely look out for your own personal interests, but also for the interests of others.

5 Have this attitude in yourselves which was also in Christ Jesus,

6 who, although He existed in the form of God, did not regard equality with God a thing to be grasped,

7 but emptied Himself, taking the form of a bond-servant, and being made in the likeness of men.

8 Being found in appearance as a man, He humbled Himself by becoming obedient to the point of death, even death on a cross.

9 For this reason also, God highly exalted Him, and bestowed on Him the name which is above every name,

10 so that at the name of Jesus every knee will bow, of those who are in heaven and on earth and under the earth,

11 and that every tongue will confess that Jesus Christ is Lord, to the glory of God the Father.

1. The Preventives to Conflict Resolution

- **Vs. 3-4 – The issue of personal significance** - The terms in this verse convey an important meaning; selfishness, empty conceit, humility of mind (or absence of it). The verse basically describes personal interests versus the interests of others.
- A primary deterrent to conflict resolution taking place is a consuming focus on MY rights, MY expectations

A. Selfishness – *eritheia* from *eritheuo* – “to work as a day laborer” – this has to do with the work or disposition of the day-laborer. It then comes to denote the attitude of self-seekers, harlots, etc., who demean themselves for gain. (*Kittel – Theological Dictionary of the New Testament abridged – page 256*)

1. **Immediate gratification** – “I want it now...” – I have no commitment to anything other than now. I have no view beyond this moment.
2. **A sense of entitlement** – evidenced by litigious culture – “...If I am deprived of what I perceive to be justifiably mine I will sue you...”
3. **Identity based on comparison** – “I must have more than you...”
 - **Romans 2:8** – “...but to those who are **selfishly ambitious** and **do not obey the truth**, but **obey unrighteousness**, wrath and indignation.”

- **James 3:14;16**

14But if you have bitter jealousy and *selfish ambition* in your heart, do not be **arrogant** and so **lie against the truth**.

16For where jealousy and **selfish ambition** exist, there is **disorder** and every evil thing.

I have no view of truth when I am only focused on me
NO TRUTH.....NO FREEDOM!!!

B. Empty conceit – Is there any other kind?

1. From Greek *kenodoxia* – “empty glory” (“empty essence” – WOW!)
2. The insatiable need...constantly empty.
3. This is both the fruit and the seed of selfishness

Where selfishness PRESIDES emptiness is PERPETUATED and conflict is never resolved!

2. The Process of Conflict Resolution

- **Vs. 5** – Deals with Attitude of entitlement...or “My Right!”
- **Vs. 6** – Deals with **divesting oneself of personal entitlement (equality with God) and power (grasped)**. Again, the meanings conveyed in these terms are **expressive**.
 - There is one God...and I am not Him!
- **Vs. 7** – Conveys the Emmanuel principle of “God among us” (i.e., seeking first to understand, then to be understood; Covey, 1989).

3. The Prerequisites of Conflict Resolution: Rewired!

1. Vs. 8a – (appearance- *schema*) – I must be rewired... (How?)....next
 - Compare to Romans 12:1-2 – Is this what sacrifice looks like?
2. Vs. 8b – The rewiring process Humility>>>Obedience>>>Death
 - **LOWER** – Humbled...**Himself** –
 - **LISTEN** – Obedient – *hupakoos* (to give ear; **to listen under**) *from hupakouo*
 - **LESSEN** – obedient to the point that something of me dies

4. The Promise of Conflict Resolution

- **The great exchange: Authority for Power**
- **Vs. 9-10** – “Therefore” – the Greek term for name suggests “span of influence” and thus give the phrases “heaven and earth,” and “under the earth” special significance (i.e., Christ’s actions regarding cosmic conflict resolution have resulted in a limitless span of influence).

5. The Purpose of Conflict Resolution

- **Vs. 11** – To glorify the Father
- **Doxa** – God’s essence/reputation/**opinion** is established over mine
- His glory vs. “vainglory” (vs.3) *kenodoxia* – empty essence
Conflict Resolution is about deciding whose glory will be enthroned...mine or His!
 - (mine is “empty/hollow,” His is empowering)

The degree to which **preserving my personal identity/opinion (glory)** (cf. Vs. 2-3) is THE issue (or at issue) is directly proportionate to the measure of redemptive authority I will possess (vs. 9-11).

I find it interesting that in chapter 3 Paul offers an extended definition of functional humility at work in the life of the of servant/redeemer/leader’s life! In chapter chapter 3 where he states even more strongly that everything in which he had previously placed his "confidence" ...he now counted as rubbish/garbage/excrement ...pretty strong language.

So often people say, “Well that’s just the way I am!”

I find it fascinating that the incarnation was an emptying of “I Am” by the One Who arguably was/is the “I Am!”

Paul: “I refuse to allow anything that defined me yesterday (before knowing Christ)...to become the definition of my tomorrow (where I’m headed...pressing on...)”

Three key values in relationships and conflict resolution:

- **Reconcile** – establishes identity – I am “at-one-d” with God (atoned)
- **Redeem** – worth and value – maximizing the worth of a thing
- **Restore** - functionality

**It could be said that where these are violated in perception or reality...
...there will be conflict!**

Conflict Resolution ALWAYS precedes redemption!

**Today: Have you resolved the conflict of your soul?
Have you received Jesus Christ as your Lord and Savior?**

