



PATHWAY TO
Leadership
CAPITAL LIFE TRAINING RESOURCES



Leadership

Conflict Resolution



Conflict

A disagreement in which the parties involved perceive a threat to their needs, interests, or concerns.

22I have given them the glory that you gave me, that they may be one as we are one— **23**I in them and you in me—so that they may be brought to complete unity. Then the world will know that you sent me and have loved them even as you have loved me.

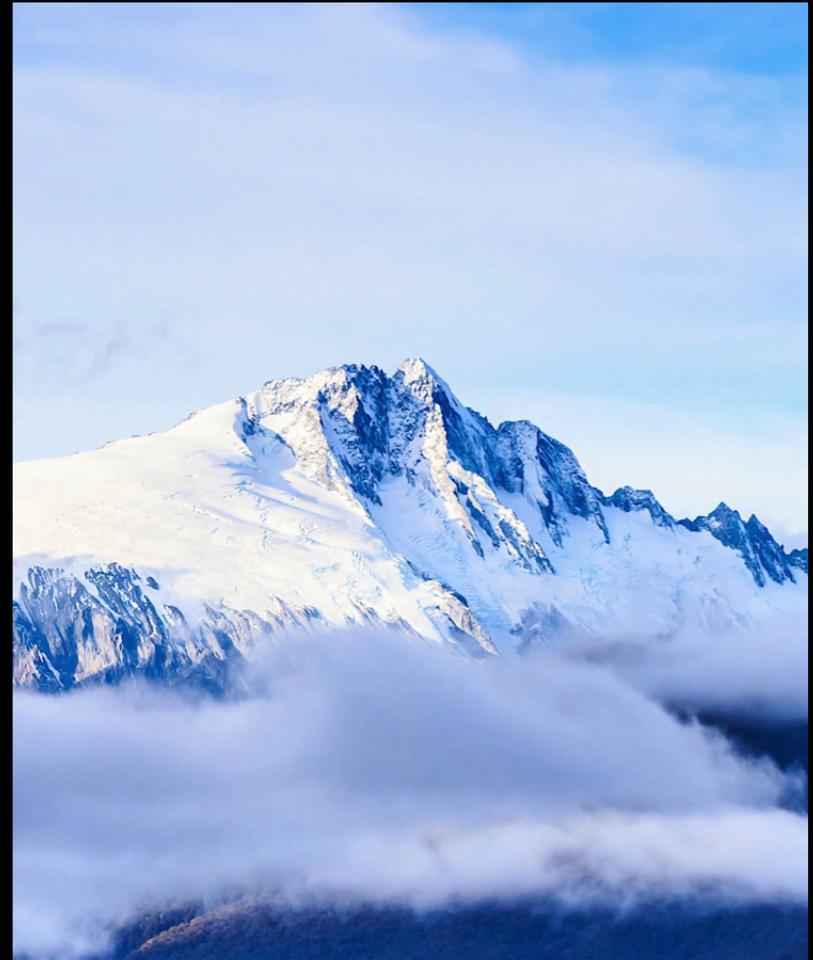
John 17:22-23

**¹⁸If it is possible, as far as it depends on you,
live at peace with everyone.**

Romans 12:18

"Cultivate the uncritical temper. Beware of anything that puts you in the superior person's place. Stop having a measuring rod for other people. There is always one fact more in every person's case about which we know nothing."

- Oswald Chambers



**²⁴“Stop judging by mere appearances,
but instead judge correctly.”**

John 7:24

**¹¹A person's wisdom yields patience;
it is to one's glory to overlook an offense.**

Proverbs 19:11

Conflict Styles

1. *A Competing Style*
2. *An Accommodating Style*
3. *An Avoiding Style*
4. *A Collaborative Style*
5. *A Compromising Style*





Conflict 101

A conflict is more than just a disagreement.

Conflicts continue to fester when ignored.

We respond to conflict based on our perceptions.

Conflicts trigger strong emotions.

Conflicts are an opportunity for growth.

Leadership Meeting

March 13, 2019

Conflict Resolution – Pastor Bill Shuler

- **Conflict definition:** A disagreement in which the parties involved perceive a threat to their needs, interests, or concerns.
- **Believers are called to be in *unity*.** We are not called to just be *right*.
- Unity is supernatural
- We adopt an “Us v. Them” mentality – Stay away from this.
 - A “faction”
 - A group coming together that becomes separate, and follows a leader (not always a leader of the church) and become negative in their discussions/actions against the church/pastor
 - The leader latches on to an offense – they talk in order to feel better about themselves
 - If anyone attacks another leader within the church we immediately know where we line up: line up with honor, belief, and bring someone to a better understanding.
 - Stop gossip and dissension in its tracks
- “Broad sweeping indictment of the church or leadership”
 - Bring this to a place where it’s properly talk through and healed. Do not speak behind closed doors in gossip
- Assumptions that validate perceived negatives
 - Be careful of exaggerations that come from hurtful events. Not every church and every leader falls into this category
 - Desiring to be right before God is *essential*
- Placing an issue above the person being discussed
 - Unity matters more than the issue being discussed
 - Do not attack an individual
- Dealing with conflict: Set others above our own self-interest

- John 17:22-23 “I have given them the glory that you gave me, that they may be one as we are one— ²³I in them and you in me—so that they may be brought to complete unity. Then the world will know that you sent me and have loved them even as you have loved me.”

- Followers described at “peacemakers”

- Romans 12:18 "If it is possible, as far as it depends on you, live at peace with everyone."

- "Cultivate the uncritical temper. Beware of anything that puts you in the superior person's place. Stop having a measuring rod for other people. There is always one fact more in every person's case about which we know nothing." –*Oswald Chambers*

- John 7:24 "Stop judging by mere appearances, but instead judge correctly."
- People will judge off of half a story or by what they're told
 - If it's coming from a place of dissension, then it doesn't matter. Honor the audience of one (God). Judge by the Spirit, not by the flesh.
- Proverbs 19:11 "A person's wisdom yields patience. It is to one's glory to overlook an offense."
- **5 Conflict Styles**
 1. A Competing Style
 - a. Such that high assertiveness and low in cooperation
 - b. Great emphasis placed on one's own concerns while ignoring the concerns of the other and the desire in this is to defeat the other one
 2. An Accommodating Style
 - a. An unassertiveness and cooperative style. One person gives in to one or the other. Avoid conflict
 3. An Avoiding Style
 - a. Unassertive and uncooperative. The person withdraws and refuses to deal with conflict
 4. A Collaborative Style
 - a. High in both assertiveness and cooperation
 - b. The goal is to meet the needs of both people
 - c. The desire is to solve the issues to the satisfaction of all involved
 5. A Compromising Style
 - a. Intermediate in both assertiveness and cooperativeness.
 - b. Both split up the sum to reach an agreement and share the end results
- **Conflict 101:**
 1. A conflict is more than just a disagreement.
 - a. A situation in which one or both parties perceive a threat whether it's a real threat or not
 2. Conflicts continue to fester when ignored
 - a. Because conflicts involved perceived threats, they stay with us until we resolve them
 - b. CLC has other layers that can come in to help resolve conflicts when they get to this point
 3. We respond to conflicts based on our perceptions.
 - a. –But not necessarily to an objective review of the facts. Our perceptions are influenced by our life experiences, culture, values, or beliefs
 4. Conflicts trigger strong emotions.

- a. If you aren't comfortable with your emotions in times of stress, you won't be able to resolve conflicts successfully
- 5. Conflicts are an opportunity for growth.
 - a. When you're able to resolve conflict in a relationship, it builds trust