

Conflict Resolution

(why can't we all just get along?)

Dr. George E. Moore

God made us to communicate

- **God is the great Communicator**
- **His Words via “The Word” bring clarity, instruction, and wisdom**

The initial problem

- **Gen. 1:2** *The earth was without form and void, and darkness was over the face of the deep.*

The solution

- **Gen. 1:2** *The earth was without form and void, and darkness was over the face of the deep.*
- **Gen. 1:3** *And God said, "Let there be light,"*

The solution

- **Gen. 1:2** *The earth was without form and void, and darkness was over the face of the deep.*
- **Gen. 1:3** *And God said, "Let there be light,"*
- **Gen. 1: 6, 9, 11, 14, 20, 24, 26** *And God said,...*

But without God's Word, we go back...

- **Gen. 1:2** *The earth was without form and void, and darkness was over the face of the deep.*
- **Chaotic, without order; dark**

God made us to communicate

- **God is the great Communicator**
- **Man was (we are) made in His image (Gen. 1:26), so we can be great communicators**

“Ideal” inter-personal relationship

- **Gen. 2:25** *And they were naked and not ashamed.*
- ”...opening up your soul to someone, letting them into your spirit and thoughts, and fears, and future, and hopes, and dreams... that is being naked.” *Sex God*, by Rob Bell, 2012, pg.156

God made us to communicate

- **God is the great Communicator**
- **Man was (we are) made in His image (Gen. 1:26), so we can be great communicators**
- **but we are “fallen”/sinful image-bearers**
 - **at home ... at work**

The source of conflict

- *What causes quarrels and what causes fights among you? Is it not this, that your passions are at war within you? James 4:1*
- **We do what we do, because we want what we want.**

Communication problems are the result of sin !!

- **Gen. 3:6-13** shows 4 ways we sinfully respond in the face of mistakes, conflict, and pride.
- **Gen 3:6** *When the woman saw that the fruit of the tree was good for food and pleasing to the eye, and also desirable for gaining wisdom, she took some and ate it. She also gave some to her husband, who was with her, and he ate it.*

Communication problems are the result of sin !!

- **Gen. 3:7** *Then the eyes of both of them were opened, and they realized they were naked; so they sewed fig leaves together and made coverings for themselves.*
- **Instead of being honest, they covered up.**

Communication problems are the result of sin !!

- **Gen. 3:8** *Then the man and his wife heard the sound of the LORD God as he was walking in the garden in the cool of the day, and they hid from the LORD God among the trees of the garden.*
- **Instead of being honest, they hid.**

Communication problems are the result of sin !!

- **Gen. 3:10** *He answered, "I heard you in the garden, and I was afraid because I was naked; so I hid."*
- **Instead of being honest, they ...**

Communication problems are the result of sin !!

- **Gen. 3:10** *He answered, "I heard you in the garden, and I was afraid because I was naked; so I hid."*
- **Instead of being honest, they made excuses for themselves.**

Communication problems are the result of sin !!

- **Gen. 3:12-13** *The man said, “The woman you put here with me—she gave me some fruit from the tree, and I ate it.” ... The woman said, “The serpent deceived me, and I ate.”*
- **Instead of being honest, they ...**

Communication problems are the result of sin !!

- **Gen. 3:12-13** *The man said, “The woman you put here with me—she gave me some fruit from the tree, and I ate it.” ... The woman said, “The serpent deceived me, and I ate.”*
- **Instead of being honest, they blamed others.**

Be alert for 4 sinful responses!

- **Covering up the problem**
- **Hiding or running from the problem/person**
- **Making excuses for yourself**
- **Blame-shifting**

Our communication needs to be transformed!!

- **1 Cor. 10:31** *So whether you eat or drink or whatever you do, do it all for the glory of God.*
- **2 Cor. 5:9** *So we make it our goal to please Him, whether we are at home in the body or away from it.*

We are accountable to God for everything we say...

- **Matt. 12:36-37** *“But I tell you that men will have to give account on the day of judgment for every careless word they have spoken. For by your words you will be acquitted, and by your words you will be condemned.”*

We are also accountable to God for what we don't say ...

- **More than words**
- **Nonverbal communication, such as:**
 - **facial expressions**
 - **hand gestures**
 - **body posture**
 - **rolling eyes**
 - **sighing**

Be alert for 4 sinful responses!

- **Covering up the problem**
- **Hiding or running from the problem/person**
- **Making excuses for yourself (redirecting)**
- **Blame-shifting (redirecting)**

4 Rules of Communication

- **#1: Be honest**
- **#2: Keep current**
- **#3: Attack the problem, not the person**
- **#4: Act; don't react**
- **Did you violate one (or more)?**

Learn to listen well

- **Prov. 18:13** *He who answers before listening— that is his folly and his shame.*
- **Don't interrupt (Phil. 2:3** *Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves.)*
- **Don't be thinking about what you are going to say**

Take care of your responsibilities!

- **Matt. 7:3,5** *Why do you see the speck that is in your brother's eye, but do not notice the log that is in your own eye? ... You hypocrite, first take the log out of your own eye, and then you will see clearly to take the speck out of your brother's eye.*

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**Even if you think you are only 5% of the problem,
that 5% is 100% yours !!**



How to resolve our conflict with God is an example of how we are to resolve conflict with others

- **Confess and seek forgiveness** *If we confess our sins, He is faithful and just to forgive us our sins and to cleanse us from all unrighteousness. 1 John 1:9*
- **Be specific**
- **Confess and seek forgiveness at same scope or circle as the offense**

How to resolve our conflict with God is an example of how we are to resolve conflict with others

- **Let the offense go (send it away)** *as far as the east is from the west, so far does He remove our transgressions from us.* **Psalms 103:12**

How to resolve our conflict with God is an example of how we are to resolve conflict with others

- **Don't bring it back up** ... *and I will remember [recollect] their sin no more.* **Jeremiah 31:34**
- **To yourself**
- **To the other person**
- **To others**

Can others address (bring up or point out) the log in my eye?

- **How well do you receive correction from others?**
- **Are you humble?**
- **Are you approachable???**

What about the speck in my brother's eye?

- **Let love cover it?** ... *love covers a multitude of sins.* **1 Peter 4:8**
- *with all humility and gentleness, with patience, bearing with one another in love* **Eph. 4:2**
- *bearing with one another and, if one has a complaint against another, forgiving each other; ...* **Col. 3:13**
- **Overlook minor offenses (not covering up or hiding!)**

Communication re-cap

- **You can communicate God's way**
- **Your words will reveal your heart**
- **Do you (your heart) need to change?**
- **Practice the 4 rules of communication**
- **Your "interest" is to please God !!**

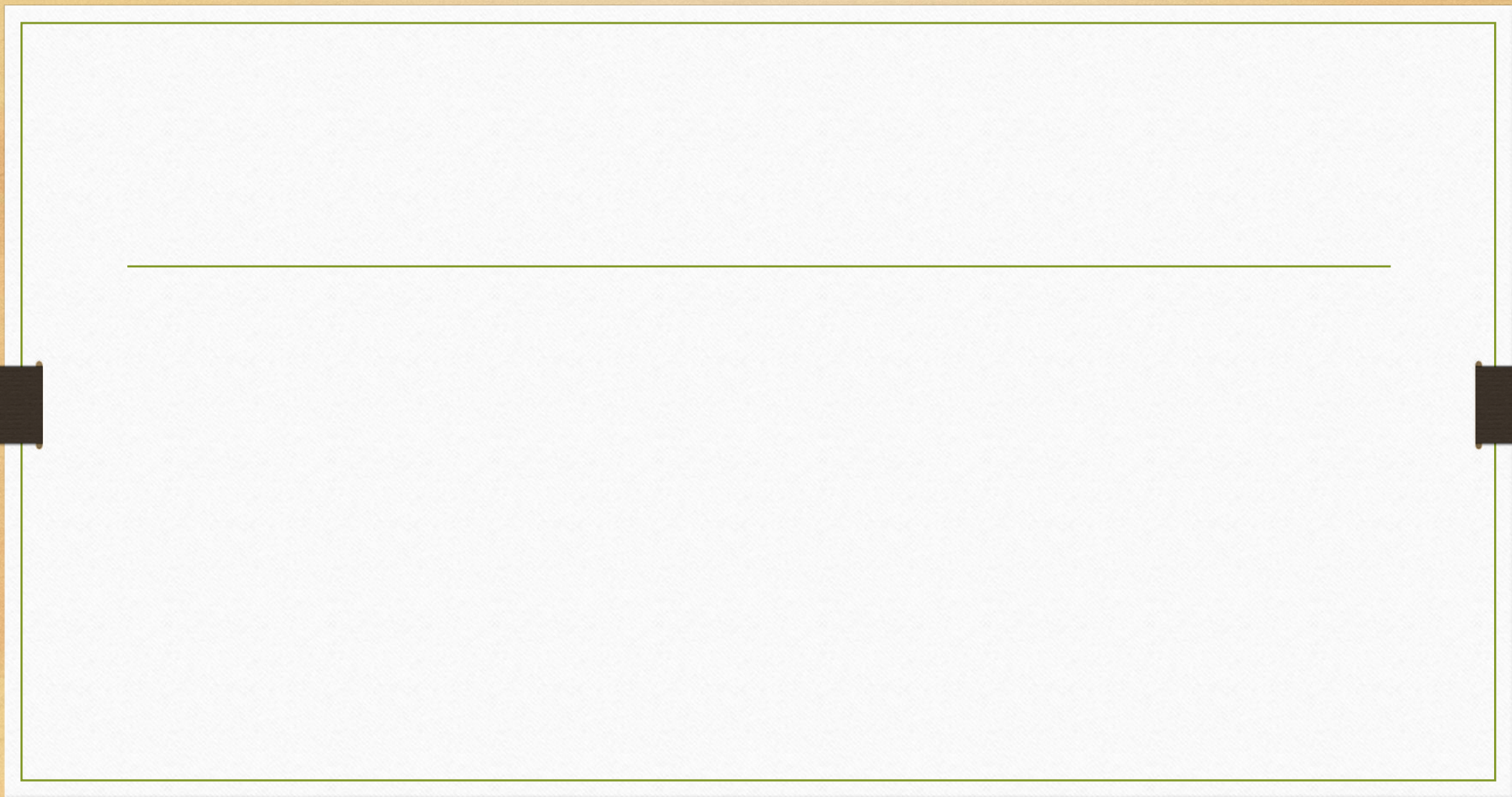
Conflict resolution re-cap

- **Conflict/separation is a result of sin/desires**
- **4 sinful responses to conflict (Gen. 3:6-13)**
- **Address the log in your own eye!**
- **Seek forgiveness and restoring relationships**
- **Your “interest” is to please God !!**

Questions??

Resources -

- *War of Words* by Paul Tripp
- *Pursuing Peace* by Robert D. Jones
- *The Peacemaker* by Ken Sande
- *Communication and Conflict Resolution* by Stuart Scott
- *Uprooting Anger* by Robert D. Jones
- *Strengthening Your Marriage* by Wayne Mack



What “level” are you talking at?

3 levels

- **Our “position” – most common by far !!**
 - A specific outcome
- **The issue**
 - The question to be addressed
- **Our “interest”**
 - What motivates us, what we value

What “level” are you talking at?

Example – Daniel 1

<u>Level</u>	<u>Chief steward/eunuch</u>	<u>Daniel & friends</u>
Position	Eat the king’s food/wine !!	Won’t eat the king’s food/wine !!
Issue	What is “appropriate”	food/beverage ??
Interests	Captives “look good” Save his head !!	Not defiled by pagan food/wine ! Not endanger chief eunuch

What “level” are you talking at?

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Interests	Captives “look good” Save his head !!	Not defiled by pagan food/wine Not endanger chief eunuch
<p>Daniel developed a “position” to meet everyone’s interests !!</p> <p>Phil. 2:4 <i>Let each of you look not only to his own interests, but also to the interests of others.</i></p>		