

**CEASEFIRE!
RESOLVING
INNER &
RELATIONAL
CONFLICT**

OCTOBER 2-3, 2020



FINDING FREEDOM
WORKSHOP

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CEASEFIRE: RESOLVING INNER AND RELATIONAL CONFLICT Program

Friday evening		
6.00pm	<i>Registration</i>	
6.30pm	Session 1	There's way more conflict than you think
7.20pm	<i>Break</i>	
7.30pm	Session 2	Causes and consequences
8.10pm	<i>Break</i>	
8.20pm	Session 3	Mapping the conflict in your life
9.00pm	<i>Close</i>	

Saturday morning		
8.30am	Registration	
9.00am	Session 4	How to respond... or not
9.45am	<i>Break</i>	
10.00am	Session 5	Growing your capacity to deal with conflict
10.45am	<i>Break</i>	
11.00am	Session 6	Healthy conflict and using conflict healthily
11.45am	<i>Break</i>	
12.00pm	Session 7	Ceasefire: A world without conflict?
1.00pm	<i>Close</i>	

Session 1: There's way more conflict than you think

Ceasefire: for King and Country <https://www.youtube.com/watch?v=vvfs2TUj-D4>

1. Why do we need to see conflict more clearly?

2. The breadth of conflict

- * Fighting for our place in the world

- * The landscapes of conflict

- * Its always more than cognitive

- * What is different about unintentional conflict?

- * Where does the power really sit?

- * The trickiness of family conflict
(and the rise of 'combat fatigue' in the home)

- * Intrinsic conflict

- * The danger of drift in our relationships

3. Can conflict be healthy?

Session 2: Causes & Consequences

1. The drives behind human conflict

At one time or another most of us have been caught up in conflict initiated by others
And most of us have brought conflict to the lives of others

Take a step back - what is really going on? Is it, for instance,

- * Greed - wanting more

- * Jealousy - wanting what someone else has

- * Control - Trying to hold onto power over people and circumstances

- * Revenge - The unanswered cry for justice

- * Empire-building

- * Insecurity and fear

- * Arrogance & self-centredness

- * Responding to uncomfortable externally-imposed circumstances

- * Wanting someone or something to be different

- * The role of blame

- * Making others the lightning rod for a hidden personal conflict

- * Why do we find inequality so difficult to accept?

- * Do we really want to be the same as everyone-else?

- * Being the underdog

- * Loss, or fear of loss - underlies most conflict

2. A survey on conflict from organizational research

5,000 employees in varying roles across 9 countries...

What are the main causes of conflict?



CPP Global Human Capital Report (2008), Workplace conflict and how business can harness it to thrive.
<https://www.themyersbriggs.com/download/item/f39a8b7fb4fe4daface552d9f485c825>

3 What does conflict do to us?

- * Isolation
- * Intrinsic and extrinsic division
- * Arrogance & judgement
- * High blood pressure +++
- * Sleeplessness
- * Increased stress
- * Lost time and energy
- * Makes us more likely to take conflict to other situations
- * Broken friendships
- * We withdraw from ourselves and others
- * Steals our peace
- * Loss of personal focus
- *

In addition it can...

- * Give us a determination to change
- * Push us into action that we might otherwise have ignored
- * Bring clarity
- * Open up new potential
- * Create learning
- * Let loose creativity
- * Expose hidden thoughts and feelings
- * Lead to more authentic reconciliation
- *

Session 3: Mapping the conflict in your life

1. Where is your conflict?

	0 none	1	2 some	3 often	4	5 almost always
Your partner or closest relationship						
Your children						
Your parents						
Your extended family						
Your bosses at work						
Your colleagues at work						
Your friendship networks						
Those you meet socially of your choice						
Those you meet socially because you have to						
Your church leader						
Others around you in church						
In your relationship with God or your spirituality						
Your finances						
Your career						
The pandemic						
Your priorities & time						
Internal conflict - you take it everywhere you go						

Your reflections on your map?

2. What are your most instinctive coping mechanisms?

How comfortable are you being in conflict with others?

What coping mechanisms have you grown?

- * Getting good at managing conflict!
- * People-pleasing and avoidance
- * Fear or panic
- * Deceit and illusion
- * Denial
- * Anger
- * Despair
- * Becoming more convinced you are right
- * Self-condemnation
- *

Session 4: How to respond.... or not

1. What not to do!

1. Don't be defensive - you've already polarized the situation
2. Don't accuse - you are joining in the fight
3. Don't blame - it is never that simple
4. Don't interrupt - you won't learn what you need to learn
5. Don't fight over the symptom of a problem
6. Don't bristle!
7. Don't rush into a response
8. Don't be dogmatic
9. Don't fight a battle you know you cannot win
10. Don't make the conflict more important than the person or relationship
11. Don't try to get others on your side
12. Don't delay, avoid, or go silent!
13. Don't carry grudges
14. Don't draw in in yesterday's battles
15.

2. Tips for interaction in a moment of conflict

1. Prepare well (if you get the chance)
2. Listen, listen and listen again
3. Make it your goal to be curious and understand
4. Give time for reflection; create pauses
5. Note body language
6. Offer your own perspectives in a constructive way
7. Use the 'empty chair' first
8. Be ready to change your perspective
9. Look for creative solutions and resolutions
10. Assume everyone involved is bringing some wisdom to the conversation
11. Create a safe space
12. Welcome a mediator if its feeling unsafe or stuck
13. Look for the deeper unspoken tensions and speak to those
14. Be willing to give up your view

15. "I'm sorry"
16. Reach out quickly afterwards
17. Practice forgiveness
18. Doing nothing can sometimes be the best response
19. Bring acceptance of the other person, even when you don't agree with their position
20. Collaborate to find a mutually successful outcome
21. Learn how to move towards conflict, rather than away from it
22. Connect with the person behind the conflict
23.

3. Lets look at examples

Session 5 Growing your capacity to deal with conflict

1. Undoing the sabotage

2. Your first moment of practice

3. Walking well through the irresolvable

4. More examples

Session 6: Healthy conflict and using conflict healthily

“Conflict has a bounty of positive potential, which if harnessed correctly can stimulate progress in ways which harmony often cannot.” (CPP Global Human Capital Report)

Do you agree???

1. The conflict that accompanies change

Recognizing perturbations

....and bifurcation points!

Managing uncertainty

Letting gentle rebuke be your friend

2. When conflict is healthier than silence

3. Helping others manage conflict

4. More examples

Session 7: Ceasefire: A world without conflict?

1. Pressing into authentic harmony

2. Can conflict exist helpfully within unity?

Ceasefire: for King and Country <https://www.youtube.com/watch?v=vvfs2TUj-D4>

“THE CRUCIFIXION AND HUMAN CONFLICT”

Other resources

Healthy ways of handling conflict

A 3 session women's workshop exploring conflict from a Biblical perspective. More info on in the audio workshops section of our Rapha Journey website: <https://www.raphajourney.com/resources/audio-workshops/healthy-ways-of-handling-conflict/>

Unshakeable Peace

A 10 session women's workshop exploring how to walk consistently in peace. This will soon be on our Rapha Journey website in the audio workshops section. <https://www.raphajourney.com/resources/audio-workshops/>

Bullying

2 audios in our Journeying series (Sep & Oct 2019) that explore this tragically prevalent form of social interaction.

Bullying: The Basics <https://www.raphajourney.com/resources/rapha-journeying-audio-series/bullying-the-basics/>

Bullying: Part 2 <https://www.raphajourney.com/resources/rapha-journeying-audio-series/bullying-part-2/>

I Miss Me

An audio from our Journeying series (April 2019) focusing on the the lost sense of self that happens when we have too many pressures and conflicts, and how to begin to remedy it. <https://www.raphajourney.com/resources/rapha-journeying-audio-series/i-miss-me/>

Introducing self-hate and self-revenge

An audio from our Fireside chat series, exploring ways of dismantling the hate we can carry against ourselves. (And there's a part 2, if it proves helpful!) <http://www.raphajourney.com/resources/fireside-chats/fireside-chat-31/>

God wants you as a friend

From our Fireside chat series, this audio looks at beginning again in relationship with God, in a way that removes the unhelpful conflicts many of us have struggled with. <http://www.raphajourney.com/resources/fireside-chats/fireside-chat-22/>

There are plenty of others...

Although our resources have a price to purchase, we never want lack of funds to be an obstacle in healing. So please contact us if you would like to listen to these resources and would benefit from receiving them as a gift instead. No questions asked!