

# Tips for Conflict Resolution

Experiencing conflicts and disagreements are unpleasant but common parts of life. You'll need to practice your conflict resolution skills to make and continue lasting, collaborative relationships in any environment.



Conflict Resolution is the process two or more parties use to find a peaceful solution to their dispute. Here are some tips to implement in your conflict resolution process and de-escalate negative situations:

 <p><b>Address Conflict ASAP</b> to prevent escalation, resentment, and misunderstanding.</p>	<p>Include a Third Party if you need neutrality and help navigating the problem amidst high emotions that intervene in finding a solution.</p> 
 <p><b>Establish Your Goals</b> for what you want to address, how you'll know the problem is solved, and what relationship you want with the other party.</p>	<p>Focus on the Future to build rapport and ensure a problem-solving attitude instead of staying in the past and finding fault.</p> 
 <p><b>Keep Calm and Regulated</b> so your emotions don't take over your goals for the relationship through a threatening appearance, language, or tone.</p>	<p>Apologize for Your Contribution as very few conflicts are entirely the fault of one party, and this will show how you care about the relationship.</p> 
 <p><b>Lead With Empathy</b> by practicing nonjudgmental active listening and taking turns talking to thoroughly express yourselves, see each other's point of view, and show care.</p>	<p>Find a Compromise that best gets you to a solution everyone can be satisfied with and follow up with each other to ensure it's working.</p> 

Remember that people want to be asked and not ordered, treated with dignity and respect, given options and second chances, and have the opportunity to know the “why” of the conversation.