



*the way of truth*

*connect to your heart's wisdom*

# **Ensuring Life Harmony**

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Resolving Conflict and Creating Positive Change

## **Activity Sheets**

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## Worksheet #1: Defining Conflict



A disagreement through which those involved perceive a threat to their needs, interests, or concerns.

To come into collision or disagreement with another; to be contradictory, at variance, or in opposition with a person or organization.

To fight, contend or do battle.

To struggle, especially a prolonged struggle; strife.

To have controversy, quarrels or conflicts between parties.

A discord of action, feeling, or effect; antagonism or opposition, as of interests or principles: a conflict of ideas.

A striking together; collision.

Incompatibility or interference, as of one idea, desire, event, or activity with another.

My definition of conflict:

## Worksheet #2: The Seeds of Conflict



1. Think of a recent situation that you had with someone that could've turned into a conflict, but you were able to amicably resolve it. Briefly describe the situation:

Answer the following questions: What allowed you to reach agreement?

What pitfalls did you need to step around in order to reach agreement?

How were differing opinions and interests handled in order to reach agreement?

Based on the successful resolution of this situation, what would you say is critical to avoiding conflict?



2. Think of another situation in which you were not able to reach an agreement. Briefly describe the situation:

Answer the following questions: What got in the way of reaching an agreement?

How did you feel about not being able to reach an agreement?

Based on this situation, and your inability to reach an agreement, what would you say is a contributing factor to conflict?"

## Worksheet #3: Limiting Beliefs That Create Conflict

### 4 Limiting Beliefs:



1. That we need to explain \_\_\_\_\_  
\_\_\_\_\_.

2. That we are \_\_\_\_\_  
\_\_\_\_\_.

3. That we are \_\_\_\_\_.

4. That there must be a \_\_\_\_\_ and a \_\_\_\_\_.



## Worksheet #4: The Way We Manage Conflict

### “Conflict Management Style Assessment”

Answer the following 10 questions on a scale of 1 to 4, indicating how likely you are to use this strategy. The scale is as follows:

**1 – Rarely    2 – Sometimes    3 – Often    4 – Always**

Answer based on how you actually respond rather than how you think you should respond.

When dealing with conflict I...	
1. Explore issues with others so as to find solutions that meet everyone’s needs.	1.
2. Try to negotiate a give-and-take approach to problem situations.	2.
3. Try to meet the expectations of the others involved.	3.
4. Argue my case and insist on the merits of my point of view.	4.
5. Gather as much information as I can and keep the lines of communication open	5.
6. Find conflicts challenging and exhilarating and enjoy the battle of wits that usually follows.	6.
7. Find being at odds with other people makes me feel uncomfortable and anxious.	7.
8. Break deadlocks by meeting people halfway.	8.
9. May not get what I want, but it’s a small price to pay for keeping the peace.	9.
10. Steer clear of hard feelings by keeping my disagreements with others to myself.	10.

To find your preferred style, total your points as follows:

- Add together points for questions 1 & 5. This indicates how likely you are to **collaborate** when dealing with conflict. **Your score** \_\_\_\_\_
- Add together points for questions 4 & 6. This indicates how likely you are to **compete** when dealing with conflict. **Your score** \_\_\_\_\_
- Add together points for questions 7 & 10. This indicates how likely you are to **avoid** conflict. **Your score** \_\_\_\_\_
- Add together points for questions 3 & 9. This indicates how likely you are to **accommodate** when dealing with conflict. **Your score** \_\_\_\_\_
- Add together points for questions 2 & 8. This indicates how likely you are to **compromise** when dealing with conflict. **Your score** \_\_\_\_\_

## **Worksheet #5: “Conflict Management Styles”**

There are five key styles for dealing with or managing conflict. Fill these out on your worksheet.

### **1. Competing:**

Pros:

Cons:

### **2. Accommodating**

Pros:

Cons:

### **3. Avoiding:**

Pros:

Cons:

### **4. Compromising:**

Pros:

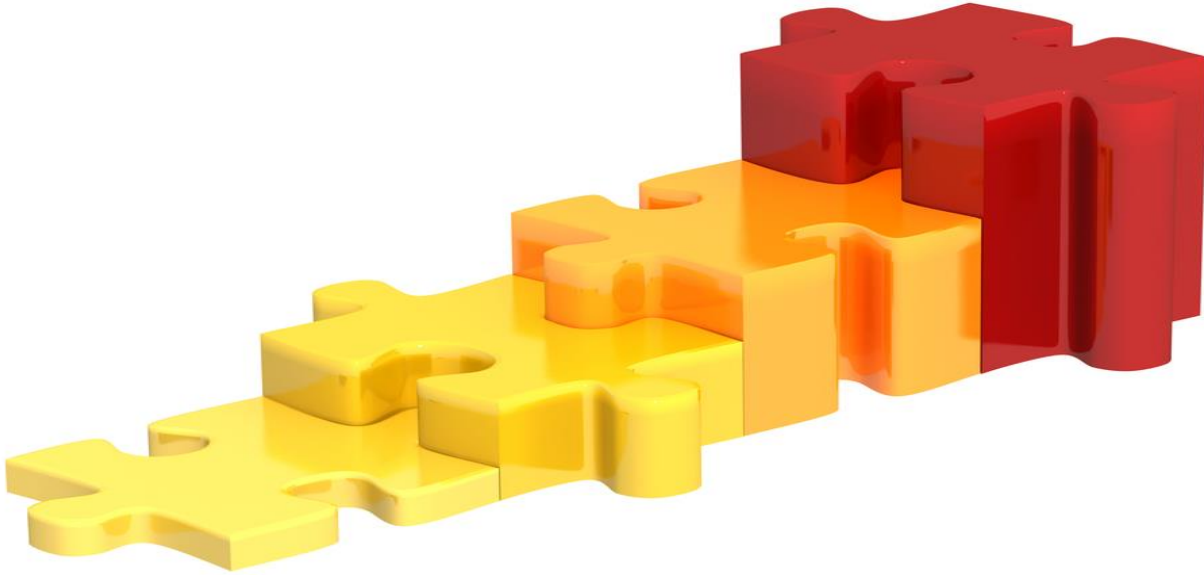
Cons:

### **5. Collaborating:**

Pros:

Cons:

## Worksheet #6: "STEP into Conflict"



<b>S =</b>	<b>T =</b>	<b>E =</b>	<b>P =</b>
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# After the Webinar

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If you desire, you can schedule a [FREE 15 MINUTE LASER COACHING CALL](#). This is another way to stay in touch, and receive valuable coaching support to seal in your learning from the workshop and acknowledge how you have improved your skills in real life. This also gives you an opportunity to assess your needs and move you into your next challenge.

Here are additional questions:

1. What will I do to be more “objectively curious” when having discussions with others?

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2. What are one or two things that I can do to improve my “Conflict Management Style” Score?

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How will I implement these new tactics? \_\_\_\_\_

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3. How can I use S.T.E.P. more effectively in my communications with others? \_\_\_\_\_

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To schedule your 15 minute Laser Coaching Call, go to:

<https://thewayoftruth.live/15-minutes>

With Love.... And Remembering the Way of Truth,  
Wendy



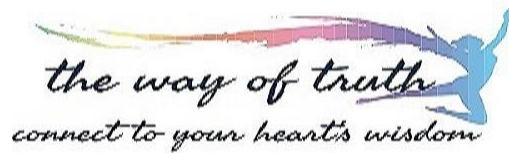


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