

DEALING POSITIVELY WITH GROUP CONFLICT

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Group activities are fun, knowing that you have friends to accomplish a project. It can also be an avenue to know each other deeper and as well as to know in what certain area you're good at when you are working with a team. But, having conflicts in the midst of finishing your project can also happen. There might be different ideas, petty quarrels over the littlest or simple things, teammates who never showed up in any meetings, and so goes the list.

Resolving the arising conflict is now the challenge being faced by the group in order for them to still finish their project successfully and on time. In order to resolve the conflict, the group must recognize first its existence, that something needs to be addressed. This is also a big role of a group leader, to resolve the conflict and to finish their task smoothly at the same time. Likewise, members must be cooperative and have an open mind when discussing the conflicts that needed to be solved.

Members must stay calm, because an angry individual has clouded thoughts that may result to impulsive decision. We must have ears to genuinely listen to what others will say, not to find who's at fault but to understand everyone's point of view. Questions must clarify the concern, to find a resolution and not to aggregate the issue. Lastly, everyone must have a mutual agreement on how to handle the resolution, making a list of actions to be taken.

Dealing with conflict can also bring positive result – that's everyone can be open and honest about their feelings. With this, the team can have an open discussion about the issue they are currently facing, but everyone must be conscious on how to deal with it to avoid a much bigger conflict within the group.

References:

<https://www.clarke.edu/campus-life/health-wellness/counseling/articles-advice/tips-for-managing-conflict/>