

## RESOLVING CONFLICTS

by:

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Every educator occasionally runs into a disagreement with their superior and peers. But there is no need to fear because incongruity is normal in a group like academia. In schools, it happens naturally and regularly. Human relationships will always result in conflict. Many human qualities, including a talent for honesty, constancy, and tact are necessary for conflict resolution. Conflicts can vary from regular interpersonal tensions and hostility to acts of violence that could spark violence or could lead to chaos.

For this reason, it is critical to identify the reasons behind these conflicts, their forms, and nature as well as any communication issues teachers may have with one another, their students, or other key figures in the school administration. For good conflict management and to effectively combat these conflicts, it is vital to have an awareness of the causes and nature of the disputes.

In addition, the fulfillment of tasks would often be at the center of disputes between administrators and teachers. Additionally, they think that there is no one method that should be used to adopt conflict resolution techniques since it varies depending on the circumstance and the individuals involved. Teachers, on the other hand, resolved disputes amongst and among them by immediately facing the offending teacher, engaging in negotiation, and offering a solution.

Even if the learning institutions celebrate and value individual diversity, teachers and school administrators must always act rationally to find a solution to conflicts. They should also work on listening because it is the foundation of all effective management. Additionally, teachers should seek ways to keep a welcoming environment in the

workplace by understanding one another and having an open mind. In addition to that, when tackling tension between teachers and administrators, it is the topmost priority to distinguish and speak about the issue and keep away from being biased.

Fortunately, the majority of disputes can be settled by sitting down and talking to other peers and superiors. Teachers are largely kind individuals who avert provoking a confrontation with one another. Even if it necessitates a mediator, most disputes may be resolved through dialogue. After all, teachers have innate characteristics as peace-loving professionals.

### *References:*

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