

CONFLICT

It's inevitable. Wherever you have community, you have differences of opinion. You may be great at facilitating conversation between those in conflict, but what happens when the conflict directly involves you?

Minister Stress

People in today's world face: stress, loneliness and political division. But these stressors affect Ministers in a unique way. Ministers bear not only their own pain but also the weight of an entire community's grief, divisions and anxieties.



The problem is often not the problem.

What does that sentence even mean?
Basically, difficulties appear when we feel resentful, disrespected, or attacked.

These types of feelings arise over time and are usually brushed under the rug due to lack of time as well as clarity.

How often do you fight with people you really like? (Not love -- but like)



Some of the "behind the scenes" players

Self protection/ Fear

Resentment/ Exhaustion

Disrespect/ Difference



We want to fix it!

Empathy
vs
Compassion





Instead - seek understanding

Put down your desire to fix the problem and ask questions. In fact - no solutions should be offered until both parties agree that they understand each other's perspectives;

Discuss Feelings



Discuss Personal History



Discuss Joint History or Institutional History



Look for consensus, not compromise.

What can you (both) all agree on?

Discuss what, when and how. Write it down.





"Teamwork begins by building trust.
And the only way to do that is to
overcome our need for
invulnerability."

– Patrick Lencioni.

Be Calm

Being a non-anxious presence requires:

- Slowing down
- Taking one thing at a time
- Breathing
- Starting over
- Knowing your limits
- Setting priorities that make sense



Build friendships
outside the community so
you can release your
stress and find support.

