

College and Career Competency Sequence: Conflict Management

These targets describe how students demonstrate progressive interpersonal skills at each stage. By the end of each stage, each student:

DEVELOPING

- Understands that conflict is normal and natural and that we are each unique.
- Describes and demonstrates simple conflict management techniques (asks for help, takes turns, finds a different toy to play with).
- Identifies and labels their own basic feelings and emotions.
- Demonstrates the ability to listen to others' ideas and realizes other people may view situations differently.
- Identifies the problem in a conflict situation and states feelings and behaviors related to the problem.
- Uses words and other positive strategies to resolve social conflicts and nurture relationships.

EMERGING

- Demonstrates understanding of how they typically respond to various conflicts.
- Demonstrates understanding of possible underlying feelings associated with anger.
- Restates anger statements as "I" statements, expressing feelings clearly.
- Identifies conflict management strategies applied to various situations.
- Displays listening skills to respectfully listen to other people's feelings and positions.

DEMONSTRATING

- Describes the five conflict management styles and identifies appropriate situations for using each style.
- Reflects on managing conflict in personal life.
- Understands the impact of personal responses to conflict.
- Demonstrates strategies to better understand anger in self and others.
- Anticipates outcomes when different conflict management styles are applied to various situations.
- Applies appropriate conflict management approaches to situations based on desired outcomes when prompted.

GENERALIZING

- Demonstrates understanding the context of conflicts, including the perspectives of all involved.
- Applies appropriate conflict management approaches to situations based on desired outcomes.
- Demonstrates negotiation and mediation strategies in conflict situations.