

## **Explore Conflict Responses (Secondary)**

Can you think of a time when you became so frustrated that you shouted at someone and said something you didn't mean? Or a time when you felt hurt and avoided someone and didn't explain how you felt? Conflicts can happen anytime. When you learn to think about ways to respond to a conflict, it prepares you to work through them.

You can use the strategy ***explore conflict responses*** to think about what could happen if you reacted to a conflict in five different ways: like a competing shark, an avoiding turtle, a collaborating owl, an accommodating teddy bear, or a compromising fox. Your conflict response will affect the outcome of a disagreement.

If you choose to be a competing shark, you try to get what you want, even if it hurts the other person's feelings. You might raise your voice, talk over the other person, and insist that you are right. Sometimes it's okay to be a shark, like when someone is getting hurt or needs help immediately.

If you choose to be an avoiding turtle, you avoid the situation and hope it goes away. You stay away from conflict and don't try to solve the problem. Sometimes it's okay to be a turtle, like when you don't care about what happens next or if what you are disagreeing about isn't important to you.

If you choose to be a collaborating owl, you will find a solution where everyone wins. You explain your feelings and listen to others' feelings. An owl talks to the other person and tries to fix the problem so it's a win-win. It's best to be an owl when you care about the other person and when you care about the outcome of the conflict.

Choosing to respond to a conflict like an accommodating teddy bear means that you do what others want, not what you want. A teddy bear wants to be liked by everyone, and they avoid disagreements because they are afraid people won't like them if they disagree. They often fail to share their wants, needs, and feelings.

Responding to a conflict like a compromising fox means that you work to find a solution so everyone wins and loses something. When you respond like a fox, you give up part of what you want and ask the other person to give up part of what they want to resolve the disagreement.

When you ***explore conflict responses***, you think about what it would be like to respond in each of the five ways and decide which one is best based on how much you care about the other person and the outcome of the disagreement.