

A METHOD FOR RESOLVING CONFLICTS

(brief)

*Let this mindset be in you, which is yours
in Christ Jesus....*

Philippians 2:5 (speaker's translation)

neko nedariet sāncensības vai tukšas slavas dēļ, bet pazemībā vērtējiet cits citu augstāk par sevi,

ничего [не делайте] по любопрению или по тщеславию, но по смиренномудрию почитайте один другого высшим себя.

No selfish ambition! No vain conceit! Rather, in humility consider others more important than yourselves.

Philippians 2:3 (speaker's translation)

rūpēdamies katrs ne tikai par savu labumu, bet arī par cita labumu.

Не о себе [только] каждый заботься, но каждый и о других.

Each of you should look not only to your own interests, but also to the interests of others.

Philippians 2:4 (speaker's translation)

- ***Issues*** = identifiable and concrete QUESTIONS that need to be resolved in order to reach an agreement.

Example: What should be done about the barking dogs?*

*illustration adapted from Ken Sande, *The Peacemaker*

- ***Positions*** = OPINIONS about the issues; a desired outcome or perspective on an issue.

Example: ● If the dogs keep barking, you should get rid of them.

- They're my dogs and my property and you have no right to tell me what to do.

- ***Interests* = The MOTIVATIONS.**

These are often expressed as biblical principles. They are the reasons behind the positions; concerns, desires, needs, limitations. These must be addressed in order to reach a satisfactory agreement.

→ “Why is this important to you?”

Examples: (interests)

- My family needs sleep; dogs keep us up.
- I like breeding dogs and I need the extra income.
- This is the only thing I've done that I am successful at.
- I don't want my family to think I'm being pushed around.

QUESTIONS TO FIND “INTERESTS” (Principles)

Present:

- **Why are these things so important to you?**
- **Wave your magic wand and make everything happen the way you want. What would it look like? Describe it.**

QUESTIONS TO FIND “INTERESTS” (Principles)

Past:

- **What past experiences have brought you to value these concerns so highly?**
- **What have you learned, and from whom, that leads you to value them?**

QUESTIONS TO FIND “INTERESTS” (Principles)

Future:

- **What good things do you imagine happening if your preferred position is accepted?**
- **What do you want things to look like one year from now? ...ten years from now?**

- **Key Insight:**

Seek to understand the other person's interests, and speak to them. Weigh them biblically. Often you can agree about legitimate interests, even if you disagree on the positions.

- **Solutions:**

Appreciate and affirm the good interests of each other. This can lead to a solution “package” acceptable to all parties.

