

**Conflict is patterned and learned.**  
**How have I been socialized to think about conflict?**

<b>One perspective on conflict resolution</b>	<b>Another popular view</b>
Resolving conflict means focusing on the task at hand, not on relationships or cooperation.	Resolving conflict means finding ways to cooperate and preserve relationships.
People should address a conflict right away.	People should address a conflict after cooling off for a bit.
Conflict should be resolved face-to-face.	Conflict should be resolved indirectly.
Resolving conflict should only include people directly involved in the conflict.	Resolving conflict should include a third party, a mediator, or witnesses.
People should leave emotions out of conflict.	People should be emotionally expressive during conflict.
People should prioritize individual needs during conflict.	People should prioritize collective needs during conflict.
Conflict resolution means making demands.	Conflict resolution means negotiating.
People should make personal disclosures when resolving conflict.	People should save face when resolving conflict.
<b>Values behind this approach:</b> <ul style="list-style-type: none"> <li>● Individualism</li> <li>● Independence</li> <li>● Autonomy</li> <li>● Equality</li> <li>● Self-reliance</li> <li>● Self-esteem</li> <li>● Egalitarianism</li> </ul>	<b>Values behind this approach:</b> <ul style="list-style-type: none"> <li>● Harmony</li> <li>● Solidarity</li> <li>● Honor</li> <li>● Interdependence</li> <li>● Maintaining face</li> <li>● Hierarchy</li> <li>● Status differentials</li> </ul>
<small>Adapted from: Augsburg, D. (1992). <i>Conflict mediation across cultures</i> and with gracious assistance from Carrie Landrum, Office of Student Conflict Resolution, University of Michigan.</small>	

Based on the identities I hold, what does it mean for me to hold these values related to conflict resolution? How might others experience me?

What does it mean for me to seek common ground with another person when we are in conflict? How do my identities show up here?