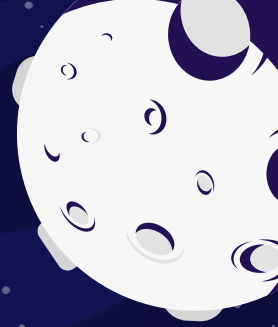


TALKING ACROSS THE DIVIDE

Reese Havlatka, MA
UUAA Unity Group Forum
September 22, 2019



Our adventure today

- Conflict is normal and healthy
- People respond to conflict in different ways
- Conflict styles are cultural
- We can find common ground
- We can attend to differences that matter

We will have unfinished business!

The background is a dark blue space scene with a lighter blue rectangular overlay. In the upper left, there is a pink planet with a thin purple ring. In the lower right, there is a pink crescent moon. The scene is filled with numerous small white stars and several bright purple streaks representing shooting stars or meteors. The text "conflict is normal" is centered in the white overlay.

conflict is normal

reaching across

*Who are we?
Where are we standing?
What does it mean for
us to reach across?*



meditation

Get comfortable in your seat and in your body

Close your eyes





Focus on Personal Agenda ← (Less) (More) →	Directing/Competing “We’re doing it my way, period.” (I win / You lose)	Collaborating/Cooperating/Problem-Solving “How can we both get what we want?” (I win / You win)
	Compromising “Let’s split the difference and meet halfway.” (I win some and lose some / You win some and lose some)	
	Avoiding “Just forget about it. I’m fine.” (I lose / You lose)	Accommodating/Harmonizing “Whatever you want...” (I lose / You win)
	← (Less)	Focus on Relationship/Cooperativeness (More)→

People respond to conflict in different ways

CONFLICT STYLES are CULTURAL

Conflict is **patterned** and **learned**.

How does **my conflict style** reflect how I have been **socialized**?



**polarization →
common ground**



⊥

Finding common ground is **labor**:
Common ground is **not neutral**.

*Who has the responsibility to
seek out common ground?
When? With whom?*



ATTENDING TO DIFFERENCES THAT MATTER



CLARA method



**Non-Violent
Communication**



THANKS!

Does anyone have any questions?

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FURTHER EXPLORATION

[Intercultural Conflict Styles Inventory](#) - Mitchell R. Hammer, 2003-2019

Style Matters: The Kraybill Conflict Style Inventory
- Ronald Kraybill, 2005

[White Supremacy Culture](#) - Tema Okun, dRworks,
www.dismantlingracism.org

Conflict mediation across cultures: Pathways and patterns - D. Augsburger, 1992

Office of Student Conflict Resolution - University of Michigan, www.oscr.umich.edu

CREDITS

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