

## Navigating Conflict

### *Helpful Tips for Group Leaders*

Vision – to confront relational conflict with a calm confidence that establishes a tone of reconciliation and works towards a God-honoring solution for all those involved.

Key Scripture – Colossians 3:12-14 - <sup>12</sup> *Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience.* <sup>13</sup> *Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you.* <sup>14</sup> *And over all these virtues put on love, which binds them all together in perfect unity.*

Here's a great principle: **Conflict is inevitable, but combat is optional.**

**How are you at navigating conflict?** On a scale of 1-5 (1=Never, 5=Consistently), rate yourself on each of these:

1. Addresses conflict calmly and quickly. 1 2 3 4 5
2. Listens to understand facts and feelings of those involved in the conflict. 1 2 3 4 5
3. Demonstrates dependence on the Holy Spirit to guide those involved in the conflict toward reconciliation. 1 2 3 4 5
4. Expresses an authentic concern for all parties involved in the conflict. 1 2 3 4 5
5. Takes responsibility for the blame when appropriate. 1 2 3 4 5

**Think of a situation where you tried to navigate conflict.** “Grade” yourself on how you did in practicing these qualities:

- \_\_\_\_ I practiced **humility**. I listened before I spoke and put their need to be heard first.
- \_\_\_\_ I was **gentle** in the way I spoke, choosing my words and my tone of voice carefully.
- \_\_\_\_ I was **patient** when they frustrated me or disagreed with me and voiced that.
- \_\_\_\_ I was willing to **bear with** temporary immaturity to help everyone grow spiritually.

What did you learn about yourself through this exercise?

What is one action step you need to take to grow in that area?

#### **The Goal:**

1. See God's perspective.
2. Honor each other's perspectives.
3. Act to preserve the unity of the relationships and the group.

**How to Navigate Conflict:**

1. Deal with it quickly. Ephesians 4:26 – don't let the sun go down on your anger.
  
2. Set the tone by your example.
  - a. The goal is reconciliation and unity.
  - b. Pray together.
  - c. Watch your own tone.
  - d. Establish ground rules.
  
3. Ask each person to listen to the other.
  
4. Work towards resolution.

If it can't be fixed, then elicit help from a more senior leader (Matt. 18:15-17).

<b>What I Will Do to Grow:</b>	<b>Due:</b>
<b>What can I read?</b> Recommended Resources: <ul style="list-style-type: none"><li>• "The Peacemaker," by Ken Sande</li></ul>	
<b>What can I listen to and/or watch?</b> Recommended Resources: <ul style="list-style-type: none"><li>• Craig Groeschel Leadership Podcast</li><li>• Carey Nieuwhof Leadership Podcast</li></ul>	
<b>Who can I talk to?</b> Recommended Resources: <ul style="list-style-type: none"><li>• Meet with a close friend or mentor and honestly evaluate the condition of your soul.</li><li>• Talk with someone you respect and admire who has mastered this competency.</li></ul>	
<b>Who can I observe/watch?</b> <ul style="list-style-type: none"><li>• Meet with someone you respect and ask them to assess you in this area.</li><li>• Watch someone lead a group and then de-brief what you observed with him/her.</li></ul>	