When Strategies Collide: Divergent Multipoint Strategies Within Competitive Triads

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what to Expect

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What is Conflict?

- To contend, clash or struggle with the opposing side
- To come into collision or disagreement
- To fight or contend do battle

There are 4 Types of Conflict

- Intra-personal - Most central within yourself
  Symptoms: depression, stress, withdrawal or irritability

- Inter-personal - with single other person
  Symptoms: disagreements, relational breakdown, high emotions

Intra-group - with group of others
Symptoms: disagreements, relational breakdown, high emotions, avoidance of meetings in groups, decreased productivity

Intra-group & Systemic - least central, with other group or a systemic injustice
Symptoms: disagreements, relational breakdown, high emotions, avoidance of meeting in groups, decreased productivity
“An eye for an eye makes the world go blind”

Mahatma Gandhi
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Resolving Conflict on a working team

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Stage 2: Cognition and Personalization of Conflict
  • If antecedent conditions are present they generate frustration.
  I.e. frustration over shared resources creating competition, frustration over control of group activities and tasks, and frustration over the roles and behaviours of the individuals in the group

  (Applebaum, Abdallah, Shapiro, 1999)