

# CONFLICT INTENSITY CHART

<u>LEVEL</u>	<u>Intensity Level 1</u>	<u>Intensity Level 2</u>	<u>Intensity Level 3</u>	<u>Intensity Level 4</u>	<u>Intensity Level 5</u>
<b><u>CONFLICT INTENSITY</u></b>	<b>DISCUSSION:</b> Let's solve it together	<b>DISAGREEMENT:</b> Prove me wrong	<b>DISPUTE:</b> I am right and you are wrong	<b>DISCORD:</b> You hurt me - I hurt you	<b>DETERMINED:</b> Call the police!
<b><u>CONFLICT HEALTH CONDITION</u></b>	Normal and healthy (problem solving)	Normal with increased issues and positions (working it out)	Somewhat normal, some relational stress (competition)	Abnormal with increased stress (flight/fight/freeze)	Abnormal with high stress and high risks (breaking code/law)
<b><u>PRESENTING ISSUES OR SYMPTOMS</u></b>	Working collaboratively within healthy relationships and many solutions	Focus shifts to relationship friction over many issues and can become personal	Escalated emotional stress over issues with negative personal and group dynamics	Broken relationships that cause collateral damage between people and within groups	Intentional attacks on people, property or programs
<b><u>BIBLICAL PEACEMAKING RESPONSE</u></b>	<b>Personal Peacemaking</b> Accept one another and keep the unity of the Spirit in the bond of peace	<b>Personal Peacemaking with Assistance</b> Overlook minor irritations and serve one another by being assertive and attentive with each other	<b>Dispute Resolution with Professionals</b> Listen more than you speak and consider others more important than self to find a mutual path	<b>Dispute Resolution and Church Discipline</b> Determine if sin is involved and consider following Matt 18	<b>Church Discipline and the Law</b> Use Matt 18, church leadership and the law to bring peace and restoration
<b><u>CONFLICT MANAGEMENT SKILL REQUIRED</u></b>	<b>RESOLUTION</b> Work it out together	<b>NEGOTIATION</b> Work on it with a little help from trusted ones	<b>MEDIATION</b> Get some intentional trained help	<b>ARBITRATION</b> Let someone else decide for you	<b>LITIGATION</b> Take it to the police or the courts
<b><u>BEST RESPONDERS TO HELP</u></b>	Individual Parties Involved	Individual Parties, Involved, Pastor, Coach, Mentor, Friends	Pastor, Coach, Denominational Leader, Mediator, Third-Party	Trained Pastor/Leaders, Conflict Consultant, Arbitrator, Lawyer	Law Enforcement, Judge, Lawyer, Church Council
<b><u>MOST USEFUL CONFLICT RESPONSES STYLES</u></b>	Assert Assist Accommodate Avoid Adjust	Assert Assist Accommodate Avoid Adjust	Assert Assist Accommodate Avoid Adjust	Assert Assist Accommodate Avoid Adjust	Assert Assist Accommodate Avoid Adjust

*Ballishes*

*shoot*