


Peace Builders




What is Conflict Resolution?

It means working out a problem with someone in a kind and fair way.

Conflict Resolution
4th-5th grade

 Write a brief example of a conflict you've experienced this week:

 People respond to conflicts in different ways. Rate how often you use each style

1 = Rarely

5= Very Often

Area	Rating
Avoiding: Ignoring the problem or walking away	
Accommodating: Giving in to what others want	
Competing: Trying to win or get your way	
Compromising: Finding middle ground where both give up something	
Collaborating: Working together to find a solution that satisfies everyone	

Which style do you use most often? Why do you think that is?

Understanding Perspectives



In conflicts, people see things differently. For this scenario, write how each person might see the situation:

Scenario:

Two students worked on a project together. Sally feels she did most of the work. Jamal thinks the work was shared equally.

Sally’s perspective:

Jamal’s perspective:

Possible misunderstandings between them:



Conflicts can grow bigger when people say or do certain things.
Check the actions that typically make conflicts worse:

- ☐ Blaming the other person
- ☐ Using "always" or "never" statements
- ☐ Name-calling or insulting
- ☐ Bringing up past problems
- ☐ Refusing to listen
- ☐ Assuming bad intentions
- ☐ Interrupting
- ☐ Exaggerating what happened
- ☐ Involving other people to take sides
- ☐ Rolling eyes or using negative body language

Have you seen any of these make a conflict worse? Describe what happened:

Emotional Management in Conflicts



Our emotions affect how we handle conflicts.
Rate how well you manage these emotions during conflicts:

1 = Needs Improvement

5= Very Well

Area	Rating
Anger	
Frustration	
Embarrassment	
Fear/Anxiety	
Hurt feelings	

What happens when you don't manage your emotions during a conflict?



Having strategies to stay calm helps solve conflicts peacefully. List strategies that work for you:

Physical strategies (deep breathing, counting to 10, etc.):

Thought strategies (positive self-talk, creative thinking, etc.):

Action strategies (taking a break, writing feelings down, etc.):

When is it most difficult for you to stay calm during conflicts? How can you prepare?

Communication During Conflicts



Using “I” statements can help people not feel attacked. For each scenario, write an assertive response using “I” statements:

Assertive: Having or showing a confident and forceful personality.

Someone borrowed your supplies without asking:

A group member isn't doing their share of work:

Someone cuts in front of you in line:

Conflict Resolution Process



Not all solutions are equally effective. For a conflict you're experiencing or have experienced, evaluate possible solutions:

Conflict situation:

Possible Solution:

Is it fair to everyone? _____ Does it address the real problem? _____ Is it realistic? _____

How might it affect the relationship?

Applying Conflict Resolution Skills



Sometimes you can help others resolve conflicts. Check the skills you would use when helping someone resolve a conflict:

- ☐ Blaming the other person
- ☐ Using "always" or "never" statements
- ☐ Name-calling or insulting
- ☐ Bringing up past problems
- ☐ Refusing to listen
- ☐ Assuming bad intentions
- ☐ Interrupting
- ☐ Exaggerating what happened
- ☐ Involving other people to take sides
- ☐ Rolling eyes or using negative body language

Why is it important for a mediator to stay neutral?

Reflection & Growth Plan

My conflict resolution strengths are:

The skills I want to improve are:

This week, I will practice resolving conflicts by:

If I find myself in a difficult conflict, I will: