

FIGHTING FAIR & RESOLVING CONFLICTS

Guidelines for confrontation and discussion

FOCUS ON THE PROBLEM – NOT THE PERSON – TO GENERATE OPTIONS AND SOLUTIONS

- 1. Accept the fact that conflict exists. DENIAL WILL ONLY BUILD A MONSTER !**
- 2. Eliminate you both being angry at the same time about different issues.**
- 3. Look at yourself - why are you really mad - is it this issue or another one ?**
- 4. Do Problem-solving - no blame framework helps to build teamwork.**
- 5. Don't run away with booze, drugs, your feet - stay and work on the problem.**
- 6. Eliminate Cheap-Shots - "You don't love me", "You don't care", etc.**
- 7. Help save face - no "I told you so", don't rub-it-in or try to "win".**
- 8. Take small bites - many conflicts take much effort over time & several meetings.**
- 9. Don't argue in bed - use another room - it saves your love live and your sex life.**
- 10. Affirm your love often - verbally - daily - and when particularly when fighting.**
- 11. Don't compare in anger - "You are just like your mom, dad, my ex- etc."**
- 12. Anger is OK but –NO– hitting, sarcasm, hot spots and sensitive areas.**
- 13. Dump it daily - no storage of bad feelings - it hurts your head & heart.**
- 14. Get professional help when you need it. Mediation helps cool things down.**
- 15. Be flexible - give & take - compromise - good will - RIGIDITY is a killer.**
- 16. Adopt a WIN-WIN attitude. WIN-LOSE generates only competition and lose-lose.**
- 17. Competition in anger generates two losers, not just one.**
- 18. Don't argue over nonnegotiable items like health & safety and dignity issues.**
- 19. Deal with difficult things when they are easy. (that is, small & cool)**
- 20. What is it like from the other persons perspective, feelings, experience?**
- 21. Learn that fights are NOT personal but have to do with very old stuff.**
- 22. Discussion = attack the problem. Argument = attack each other.**
- 23. Be open - Always learn - Be generous of spirit - Risk - Use your heart a lot.**

One year of experience 20 times is different than 20 years of experience.



**OPINIONS AND FEELINGS ARE FREQUENTLY A PERSONAL TRIUMPH OVER GOOD THINKING
YOU DEFINE REALITY BY WHAT YOU KNOW, WHAT YOU BELIEVE, AND WHAT YOU DO ABOUT IT.**