

**Toxic Conflict or Healthy Conflict**

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1. Organizations \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ on conflict.
2. Conflict \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ or \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ relationships and organizations.

**All Healthy Conflict Has a “For.”**

**For or Against:**

Conflict often begins by fighting against something.

* I \_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_.
* He \_\_\_\_\_\_\_\_\_\_\_\_\_\_…
* I \_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_.

**Fighting against…**

* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ passion by focusing on offenses.
* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ in personal attack.
* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ defensiveness.

**Healthy conflict fights for something.**

* I \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
* My \_\_\_\_\_\_\_\_\_\_\_\_\_ is…
* What does a \_\_\_\_\_\_\_\_\_\_\_\_ look like?

**Fighting for…**

* Requires \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to declare yourself.
* Defines success in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ terms.
* Defines success in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ terms. How will “we” be better?
* The \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Calls for \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ with the organizational values, mission, and vision.

## The Casualties of Conflict:

* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Broken \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Uncomfortable \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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#### Myth No.1: Peace is the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ of conflict.

#### Myth No. 2: Conflict is \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

#### Myth No. 3: Conflict needs to be \_\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_, and \_\_\_\_\_\_\_\_\_\_\_\_\_\_.

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#### Myth No. 4: Compassion is an \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to conflict.

**You make conflict worse when you…**

* Say \_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_.
* Demand that \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_.
* Worry about \_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_.

**Six Questions:**

1. What is the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_?
2. What is the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_?
3. Are you \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to people or about them?
4. Is friction \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ or \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_?
5. Are you leading with \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ or \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_?
6. Are you able to \_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_ afterward?