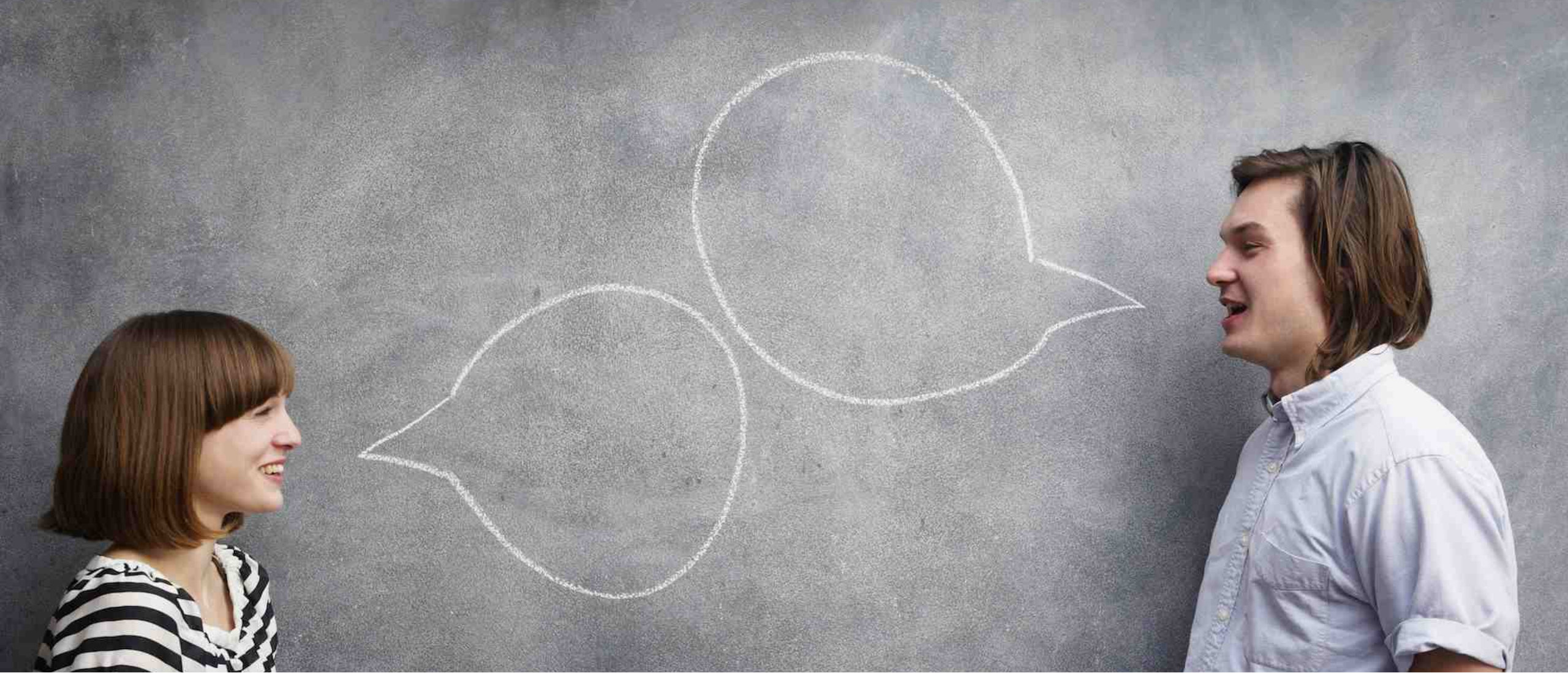


# October is National Domestic Violence Awareness Month

LEARN - ACT - CARE

In your communities, schools,  
and workplaces





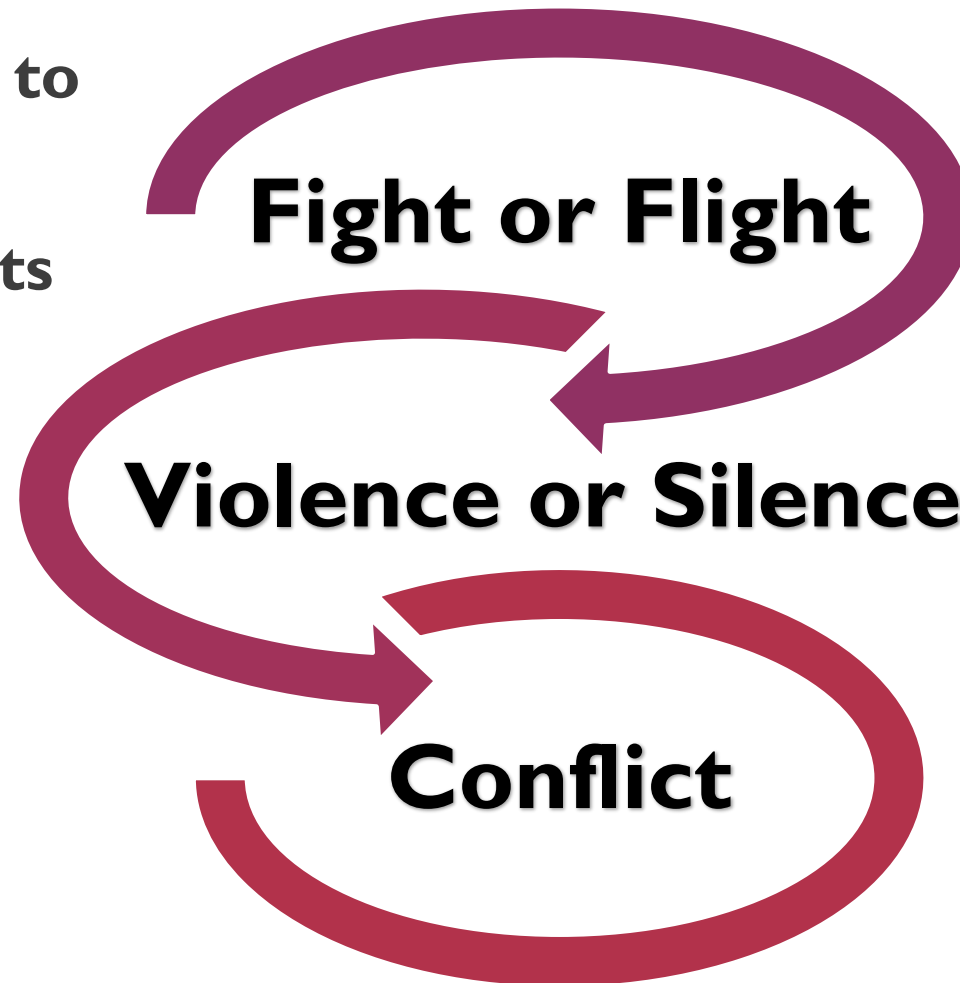
# Prepare and Dialogue

# WHY DO WE CONFLICT?

- **God created us differently**
- **Unreconciled differences over things that matter**
- **Unhealthy communication mechanisms**

# RECOGNIZE YOUR DEFAULT

- **Biological instinct to danger**
- **Modern day threats**



- **A communication response of fight or flight**
- **Sign of impending conflict**

# VIOLENCE OR SILENCE



# WHAT IS YOUR RESPONSE UNDER STRESS?

*"Do not answer a fool according to his folly, or you yourself will be just like him"*

*Proverbs 26:4*

- **Control your emotions or they will control you**
- **Recognize your interpretation may be inaccurate**

# PREPARE FOR DIALOGUE

Step 1:  
Start  
Change  
from  
Within



Step 2:  
Focus on  
Mutual  
Goals and  
Mutual  
Respect



Step 3:  
Humanize  
and  
Empathize

# STEP I: START CHANGE FROM WITHIN

**Q: What is it that I say or don't say, do or don't do, that triggers or aggravates conflict? What am I unaware of or ignoring?**

- Ignoring your errors
- Self-justification

*"If anyone thinks they are something when they are not, they deceive themselves"*

*Galatians 6:3*

- Creating a double standard

*"Unequal weights and unequal measures are both alike, an abomination to the Lord"*

*Proverbs 20:10*



## STEP 2: FOCUS ON WHAT'S MOST IMPORTANT

**Q: What do I really want: For myself? For the other person? For the relationship?**

- **Move from fight or flight to mutually beneficial problem solving**

## STEP 2: FOCUS ON MUTUAL GOALS

**Q: What do I really want: For myself? For the other person?  
For the relationship?**

*"Let each of you look not only to his own interests, but also to the interests of others"*

*Philippians 2:4*

- Desirable and matters to you both
- Helps the other person engage and trust your motives

## STEP 2: MUTUAL RESPECT

**Q: What do I really want: For myself? For the other person? For the relationship?**

- **Focus on the similarities that unite you, not the differences that separate you**
  - **Ex: You both care for each other, even though you have different ways of expressing yourselves**
- **Relate or empathize by recognizing your own weaknesses**
  - **Ex: I recognize I can exaggerate when I'm trying to prove a point**

## STEP 3: EMPATHIZE AND BE PATIENT

**Q: Why is this normally reasonable and decent person doing this?**

*"A person with good sense is patient, and it is to his credit that he overlooks an offense"*

*Proverbs 19:11*

- **Be empathic, nonjudgmental, and patient**

# PREPARE FOR DIALOGUE

## Step 1: Start Change from Within

- **What is it that I say or don't say, do or don't do, that triggers or aggravates conflict?**
- **What am I unaware of or ignoring?**

## Step 2: Focus on Mutual Goals

- **What do I really want for myself, for the other person, for the other relationship?**

## Step 3: Humanize and Empathize

- **Why is this normally reasonable and decent person doing this?**

# TOOLS FOR DIALOGUE

- **Start with facts, follow with assumptions and conclusions**
  - **Convey facts confidently**
  - **Convey assumptions and opinions conclusions with tentative terms**
    - **Ex. “perhaps” “I wonder” “it seems like” implies your view, not a fact**

# TOOLS FOR DIALOGUE

*"With all humility and gentleness, with patience, bearing with one another in love"*

*Ephesians 4:2*

- **Be humble**
  - **Your views are just a starting point**
  - **Acknowledge the other person's views bring value**
  - **Listen and dialogue**
  - **Be willing to change your mind**

# TOOLS FOR DIALOGUE

- **Stay focused on the true purpose of your conversation**
- **Prioritize and discuss most important or easiest first**
- **Address a recurring problem as a pattern, not specific instances**



# TOOLS FOR DIALOGUE

- **Restore perspective to unintentional misunderstanding**
  - **Use contrast statement, connect don't want with want, negative with positive**
  - **Ex: "John, I don't want for you to be angry, but I do want to say something I feel is important which I think will make things better for both of us"**

# TOOLS FOR DIALOGUE

*"Confess your faults to one another, and pray for one another, that you may be healed"*

*James 5:16*

- **Apologize if you make a mistake**

*"Pride goes before destruction, and a haughty spirit before a fall"*

*Proverbs 6:18*

- **Do not be prideful**

# TOOLS FOR DIALOGUE

*"So then, let us pursue what makes for peace and building up one another"*

*Romans 14:19*

- **Always try to stay in dialogue, no matter what the circumstance**
  - **Best chance to understand the other person**
- **If at an impasse, step back and refocus**
  - **Keep a broader perspective with a mutual goal**

# TOOLS FOR DIALOGUE

- **If all efforts fail, back off**
  - **Encourage a way forward**
  - **Ex: "John, perhaps this is not a good time. What do you think we can do to move forward?"**

# FOLLOW UP

- **Better outcomes with united decisions and actions**
- **Specify roles, responsibilities, timelines, system to monitor progress**
- **Put it in writing**

# CONCLUSION

*“There is no fear in love”*

*John 4:18*

- **There is no cruise control to sensitive conversations**
- **Start by working on yourself**
- **Keep God centered in the relationship**
- **Trust that the Lord will build relationships for his glory**
- **Take the first of perhaps many steps to create positive outcomes**

# I CORINTHIANS 13:4-7

*Love is patient and kind*

*Love is not jealous or boastful or proud or rude*

*It does not demand its own way*

*It is not irritable, and it keeps no record of being wronged*

*It does not rejoice about injustice,*

*but rejoices whenever the truth wins out*

*Love never gives up, never loses faith,*

*is always hopeful, and endures through every circumstance*