

# “Fight Right” Conflict Resolution Notes from Cindi & Joe Ferrini

INTRO: “Our challenging times”: Covid, cultural changes and overall life challenges

Stress isn’t limited. It’s far reaching:

- Spouses
- Siblings
- Neighbors
- Co-workers
- In-laws
- Children (even our grown ones)
- Other:

The goal isn’t to be CONFLICT FREE but to learn to handle it well when/as it happens.

1-As we begin to learn more about dealing with conflict, is there a way to recognize that we are dealing with **unresolved conflict** in our lives?

CONFLICT often results in SYMPTOMS/CAUSES of stress:

Physical:

- Greater vulnerability to illness (Headaches, body aches, fatigue)
- Shortness of breath, digestive issues

Emotional:

- Frustration
- Isolation
- Overwhelm
- Agitation and irritability
- Not letting go of issues

Behavioral:

- Sleep disturbances (can’t get enough sleep; can’t get or stay asleep)
- Isolating
- More easily annoyed than usual
- Change of eating habits (too much; too little)
- Shortness of temper

Mental:

- Worrisome
- Agitated
- Frustrated
- Can’t stop thinking of ONE thing
- Thinking about *too many* things and can’t stop the overload

2-What are some **reasons we have conflict** in our lives?

- We know how to “push buttons” on other people in our lives to upset them.
- We demand our own way.
- We’ve been hurt by others (or they’ve hurt us.)
- We have unmet expectations (pre-determined resentments)
  - Admit the hurt and unmet expectations
  - Be aware of our emotions

- Consider *why* I was bothered

Without determining and evaluating these points, we will likely wind up in:

- ANGER!
- HAVING WORDS!
- FIGHTING
- YELLING
- ACTING REALLY FOOLISH
- OTHERS:

3-Do all conflicts need to be confronted? And if so, how do we decide which ones?

We all have basically 3 options in dealing with conflict:

- Lovingly CONFRONT
- OVERLOOK the offense/conflict
- Bully, be angry, act nastily, be passive aggressive, give the silent treatment

CONSIDER THE OFFENSE/CONFLICT:

- Choose *carefully* which battles you'll enter into.
- Can you truly *overlook* it? (Forever.)
- Examine your heart as to your part in this conflict.
- Be open to learning if you have habits or patterns that need to change that have caused *this or past* conflicts.
- Consider your true *motivations*:
  - Do I need to always WIN?
  - Do I always need to be RIGHT?
  - Is this my way of KEEPING SCORE?
  - Do I want to retaliate and punish or restore and pursue peace by gaining understanding?

James 1:20 ESV

"...for the anger of man does not produce the righteousness of God."

4-What are some principles to confront lovingly?

- Don't enter into conflict when
  - Tired
  - Hungry
  - Angry
- Desire to have a loving (not confrontational or mean) attitude to mend this situation; enter cautiously

"Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ..."

Ephesians 4:15 ESV

- Speak with the right attitude
- sharing thoughts in understanding way; not to wound or name call
- stay on one issue; no rabbit trails or "hysterical/historical" past events
- be specific not overly general
- share the facts; don't judge
- use "I" not "you" statements
- talk about the problem not pointing fingers at the person

"Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear." Ephesians 4:29 ESV

- Listen well
- Focus/pay attention
- Do not interrupt!
- Don't reload your words-listen first!
- Rephrase what you heard
- Ask questions to understand
- Keep an open mind
- Don't defend yourself
- Ask what is needed to clarify
- Frame your words humbly:

FEELING WORDS

FACT TO FACT

FEELING TO FEELING

5-So, we have the tools, now. What must **each person** in the conflict **be willing to do?**

ASKING FOR FORGIVENESS

- Admit when you are wrong.
- Ask for forgiveness
- Say you are sorry (specific to what you are sorry for)
- Willing to repent (turn away from doing this again)
- Accept responsibility for what you did or said that was wrong and accept whatever consequences there might be.

GRANTING/GIVING FORGIVENESS

- It happened; don't ignore it
- Unconditionally give forgiveness (thus don't keep bringing it up; don't seek to get even)
- Forgiveness frees each other to begin toward rebuilding the relationship (trust takes time)
- Forgive the person privately
- Forgive the specific issue and say it
- Be generous, sincere, kind
- WORK toward building trust
  - Takes place through new honest consistent behavior over time
  - Hurt remains but eases eventually
  - Seek God over time as you need wisdom, direction, and patience
- Show kindness and give blessing instead of insulting or being unkind as a new way of thinking and behaving

"Finally, all of you, have unity of mind, sympathy, brotherly love, a tender heart, and a humble mind. Do not repay evil for evil or reviling for reviling, but on the contrary, bless, for to this you were called, that you may obtain a blessing. For "Whoever desires to love life and see good days, let him keep his tongue from evil and his lips from speaking deceit; let him turn away from evil and do good; let him seek peace and pursue it. For the eyes of the Lord are on the righteous, and his ears are open to their prayer. But the face of the Lord is against those who do evil." I Peter 3:8-12 ESV

CONCLUSION:

Conflict is common to all relationships.

We need to choose and seek good communication, forgiveness and granting forgiveness.