



Video Session

The climate of your relationships improves when conflict is **resolved**, not **ignored**.

Never let _____ and _____ leave you...Then you will find favor with both God and people, and you will earn a good reputation.

- Proverbs 3:3-4

Conflict avoiders should think: **I'd rather be bad at conflict than disloyal.**

Conflict enjoyers should think: **I want to hear as much as be heard.**

Team Discussion Questions

1. Are you typically a conflict enjoyer or conflict avoider?
2. In the message, Jeff said that one of the risks of avoiding conflict is that your relationships become only surface-level. When have you experienced this personally or observed it happen between colleagues?
3. In the workplace, how conflict is handled is a good indicator of a team's health or dysfunction. How well would you say your work team handles conflict? (*Use a scale of 1-10 if that helps.*)
4. Below are ways you could practice loyalty and kindness in conflict.
 - a. Which of these do you already do well?
 - b. Which of these would you like to focus on doing more consistently?

Loyalty is...

- Providing feedback to others because I want the best for them
- Not minimizing or ignoring my feelings in an effort to maintain harmony
- Being proactive in addressing concerns rather than waiting for others to initiate
- Assuming the best in others' motives (*choosing trust over suspicion*)
- Engaging rather than withdrawing when others initiate conflict with me

Kindness is...

- Prioritizing others' feelings over my own
- Listening first before jumping in with my own opinion
- Validating others' emotions and showing empathy
- Assuming the best in others' motives (*choosing trust over suspicion*)
- Considering my body language and attitude while engaged in tough conversations
- Taking time to process my thoughts and emotions before engaging in conflict