



Unit: Conflict Resolution
Skill 39: Cooperative Power
Activity A: Respecting Differences

Activity Skills:

Active listening, small group discussion

Leadership Skills:

Discovering the personal values and the interests of people involved in conflict.

Suggested Level:

Beginning

Time:

45 minutes

Supplies needed:

- Small squares of paper
- Pens and pencils to write
- “Discovering Interests” handout

Do Ahead:

- Make copies of worksheet

Source:

Developed by:
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Based on:
COOPERATIVE PROBLEM-SOLVING: A Guide for Turning Conflicts into Agreements
 Search for Common Ground
www.sfcg.org

Peace by P.E.A.C.E. at Yale 2002-2003 Curriculum

BACKGROUND:

This activity will focus on personal values and identifying the interests of parties involved in conflict. Leaders should recognize that some values can not be compromised.

WHAT TO DO:**Part 1**

Identify goals and values that are important to you.

- Pass out 12 squares of blank paper to each person. On this paper write 12 things that are most important to you.
- Allow about 5 minutes. *Note: If people are having a difficulty thinking of things that are important stop and ask for some examples of important things that people are willing to share. Allow few more minutes to finish up.*
- Once everyone has finished writing, ask, “Which four would you give up if you had to give up four?” Collect these four values.
- Now choose four more of these values to give up if you absolutely had to. Collect these four.
- Everyone should be left with their four most important values, or the four things that are most important to them in their lives.

Discuss:

- *What is the significance of the four remaining values?*
- *What did taking away some values show you?*
- *Could you compromise those four remaining values?*

Part 2

Assign work partners. Each person should identify a conflict and write a short description of the conflict. Partners will take turns interviewing each other to find out the source of the individuals conflict, needs, and goals. Use the “Discovering Interests” handout. The hand out should be used a guide to start the conversation. It is not necessary to ask questions in the order they are listed. Write the responses on the handout. Allow ~15 minutes per interview.

Some questions for discovering interests

- What problem are we trying to solve?
- Are there other problems?
- What do you want to have happen?
- What is important to you about doing it that way?

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<http://www.yale.edu/peace/curriculum2002.htm>

Notes:

- What benefits will your position bring?
- What are your concerns about the other position?
- What do you hope to accomplish?
- What will it take for us to work together?
- What would need to happen for you to feel satisfied?
- What is the best-case scenario for you?

After every person has been interviewed give the “Discovering Interests” handout to the interviewee. Allow them to comment on accuracy.

TALK IT OVER:

Reflect:

- Where some of the values identified in Part 1 of this activity put jeopardy by conflict?
- Did your conversation feel nature or forced? Why?
- What can you do to make the interviewee feel comfortable sharing?

Apply:

- How will knowing the interests of people involved in conflict help you as a leader resolve the conflict?
- In what other situations would knowing an individual’s interests be necessary?
- Why should leaders have the ability to understand multiple perspectives?

BEYOND THE BOX:

Resources and Web Links:

Messages: The Communication Book by Matthew McKay, Martha Davis, and Patrick Fanning. Oakland, CA: New Harbinger Publications, 1995.

Racial Conflict Simulation: A High School Halloween Party by Cate Malek and Heidi Burgess, University of Colorado.

http://www.beyondintractability.org/simulations/racial_conflict/

COOPERATIVE PROBLEM-SOLVING: A Guide for Turning Conflicts into Agreements, Search for Common Ground, www.sfcg.org