

FP&P

Navigating Conflict with compassion

Doing Interdisciplinarity in Youth research





Check In

- **Who are you? And what is on top of your mind right now?**
- **What might be in your way?**
- **What do you hope to learn in this workshop?**

Popcorn style, sharing & dumping.

“Out beyond ideas of wrongdoing or rightdoing, there is a field. I’ll meet you there” – Rumi (1207-1273)



Mechanisms during conflict

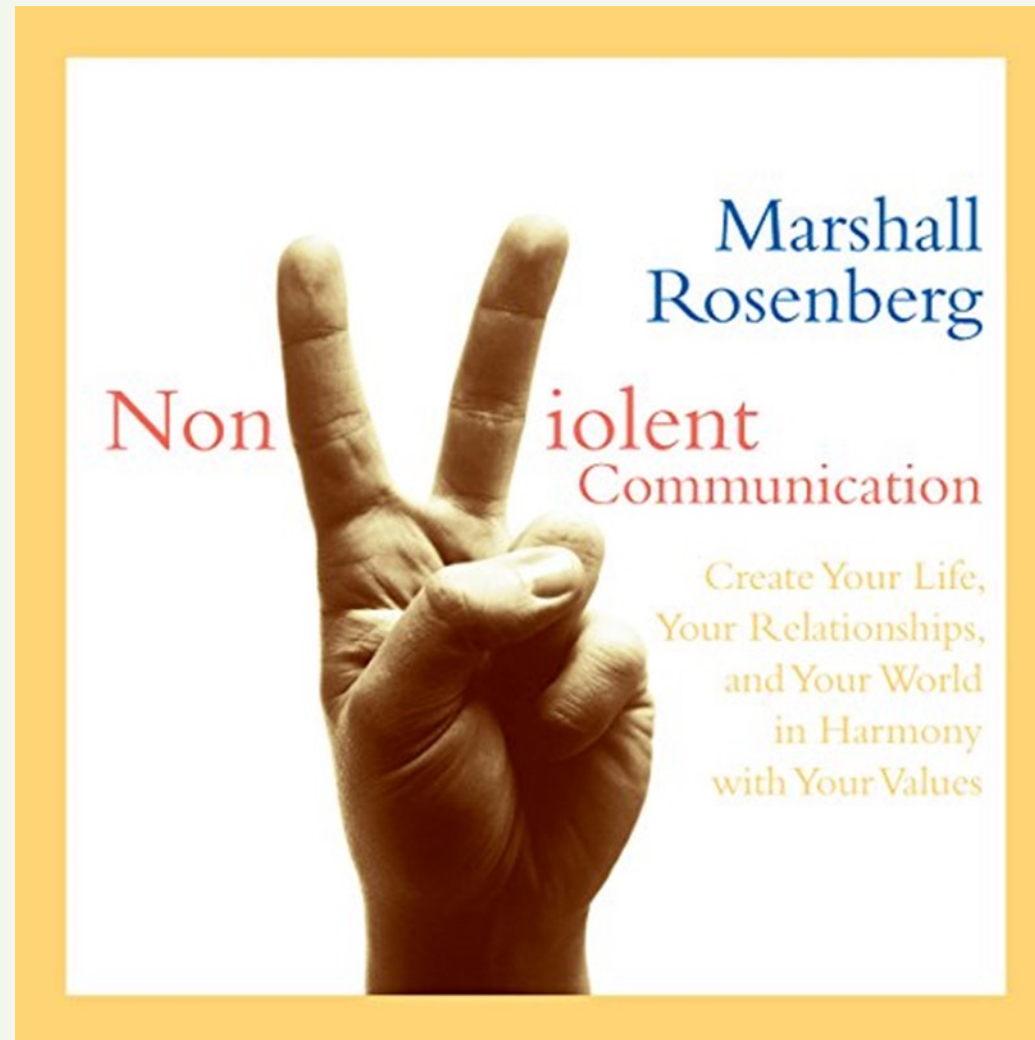
- Silence/Withdrawal
- Attacking
- Freezing

Reaction: resistance & defense, one on one discussion.

- Conflict mode on.
- anger, sadness, disappointment, frustration - losing the connection.



Non Violent Communication



Guiding Principles

1. Conflicts arise when we don't understand each other's needs.
2. Behaviour of the other is often the trigger, but not the root cause of our feelings.
3. If we can find and discover that root cause and voice our needs, we come closer to finding a solution to the conflict.



1. Observing without judgement

1. What has been said or done?
2. Investigate curiously by asking open questions.
3. “What... How... Please tell me a bit about...”
4. Summarize what you see, hear and sometimes what you feel.
5. You can name and check the emotions when you experience them, just not too fast.
6. Check!



2. Feelings...

What does it mean to you? Which emotion is being evoked? Try not to hold the other person responsible for that emotion!

"I feel..."



3. Expressing Needs

- Because of my need for: safety, respect, honesty, rights, space, equality, freedom etc...
- Be specific.
- Don't demand the other to fulfill your need, rather explain yourself.



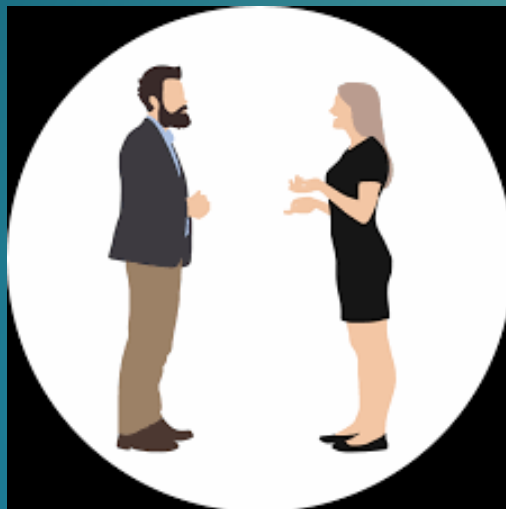
4. My request

- A Concrete action that derives from you need
- Put in a positive way (avoid the word 'not') in other words, something that invites the other person to say “yes, I can do that”
- A request is *not* a demand.
- Check how your message and request came across.



Exercise: A great start is half the work...

1. Show *why* you are reacting.
2. Ask open question such as what, how and tell me about... (why is less effective at this stage)
3. Try to really listen without judgement.
4. Summarize what you hear, see and feel with compassion and check!



Non Violent Communication

BASICS OF NVC

1. OBSERVATIONS



What I observe (see,hear,remember)?
Free from evaluation, say what eye
of the camera could have caught.
"I see.../I hear... "

2. FEELINGS



How I feel (emotion or sensation rather
then thought) in relation to what I
observe. Feeling you can show with your
body, thoughts are hard to show.
"I feel..."

3. NEEDS

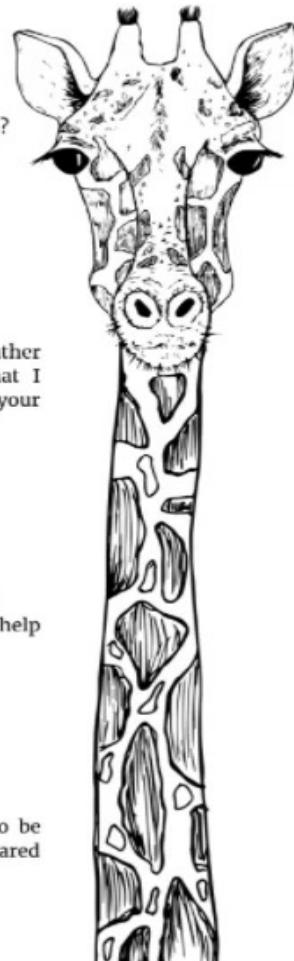


What I need that causes my feelings.
You can use the table with needs to help
you define it.
"... because I need... "

4. REQUESTS



The concrete action I would like to be
taken. It is not a demand so be prepared
to hear "no".
"Would you be willing to... ?"



Check Out

With what ideas or insights do you leave this workshop?





Further reading or contact?

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- Deep Democracy – Inside the No, Myrna Lewis
- Non Violent Communication – Marshall Rosenberg
- Possible 'How We Survive and Thrive in an Age of Conflict'
- William Ury

