

TOOL

# Reflecting on Conflict

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# Reflecting on Conflict

## **Purpose**

This tool supports you in reflecting on your beliefs, experiences, and emotional responses to conflict so you can engage in it more intentionally and effectively.

## **When to Use**

Use this tool when preparing to engage in or facilitate conflict, when reflecting after a challenging interaction, or when you want to better understand how your past experiences may be shaping your responses to disagreement.

## **How to Use It**

Respond to the reflection questions honestly and without judgment. Notice patterns in your experiences, beliefs, and emotional reactions. Use these insights to clarify what healthy conflict looks like for you and how you want to show up in moments of disagreement. You may also use this tool with a team to open up conversation about norms for engaging in conflict.

# Reflecting on Conflict

1. How was conflict expressed in your family of origin?
2. How could you tell if people were sharing their opinions and ideas? What did this look and sound like?
3. How did it feel to you when adults expressed their opinions and ideas?
4. What were you told about how and when to express your opinions and ideas?
5. What does healthy conflict look and sound like to you?

Exhibit 12.1. © Elena Aguilar, *The Art of Coaching Teams: Building Resilient Communities that Transform Schools*. Jossey-Bass, 2016.

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