



Relationship Meetings

1. Make appointments to talk to each other; establish agreed upon agenda items and times for beginning and ending.
2. Be prepared to communicate with the other person.
 - a. make statements about the areas in which you are working to change
 - b. look for ways to support the other person's growth and/or changes
 - c. value each other's suggestions and criticisms
 - d. differentiate between caring and controlling
3. Use the negotiation model to deal with conflict:
 - a. define the issues
 1. what are the areas of conflict? (events & obstacles)
 2. values/norms: state your beliefs and ideals
 3. goals: living up to your value statements
 - b. brainstorm ideas & options—ask questions
 - c. find what works/ solutions (eliminate unworkable solutions)
 - d. reach agreement and understanding
4. Decide on the easy issues first, where there is already considerable agreement.
5. Take turns discussing your thoughts and stay on one topic at a time, look at and stay open to all options.
6. Keep issues not on the agenda out of relationship talks; agree to alert one another when these issues begin to come up or when conflict becomes destructive.
7. Attack the problem, not each other.

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Conflict:

How to identify creative and destructive behaviors

Destructive	Creative
<ul style="list-style-type: none"> • loss of safety and trust leads to intimidation and withdrawal • reduces communication and freedom of expression • generates powerlessness and fear • eliminates choice • creates isolation, alienation and secrecy • anger escalates into physical, mental, or emotional violence toward self and/or others 	<ul style="list-style-type: none"> • people feel engaged and competent • each person speaks his or her truth; increases respect for differences • fosters productivity and strength • promotes exploration of options • furthers respect for separateness and privacy • anger directed at issues and injustices produces clarity

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