Conflict Resolution: What Influences Conflict

Sometimes relationships go awry and it appears that nothing you do can get them back on track again. A number of variables affect the flow and outcome of the conflict and the foundational variables are the facts, methods, goals, values, and approaches.

As if that didn’t make conflict difficult enough! But there are almost a dozen other factors. Several of the most common factors that influence conflict are listed below. Think about a conflict you’ve had recently and jot down what if anything each of the factors played in that conflict.

- Perception of power
- Importance to each participant
- Degree of personal conviction
- Amount and accuracy of information
- Time pressure
- Timing
- Strength of relationship
- Need to maintain the relationship
- Audience or interested others
- Setting
- Previous experience

If it is imperative to resolve a conflict, you can find someone to serve as a sounding board or you might also ask someone to be an intermediary to mediate the issue. Go into a session like this being willing to give more than 50 percent. When the other person sees that you are willing to submit, there is a greater likelihood that he or she will be willing to do as well. Compromise is much easier to reach if everyone is willing to share the blame.