



CONFLICT

STRENGTHENING DYNAMICS IN GROUP

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The image features a black background with stylized, glowing orange and yellow flames on the left and right sides. The flames are dynamic and fluid, with varying intensities of light. In the center, the text 'WHY FIRE?' is written in a bold, orange, sans-serif font. Below it, a paragraph of white text explains the power of fire to reset natural systems.

WHY FIRE?

Fire has the remarkable power to
reset natural systems, making
them healthier and more resilient.



The quality of our lives depends not on
whether we have conflicts, but on how we
respond to them.

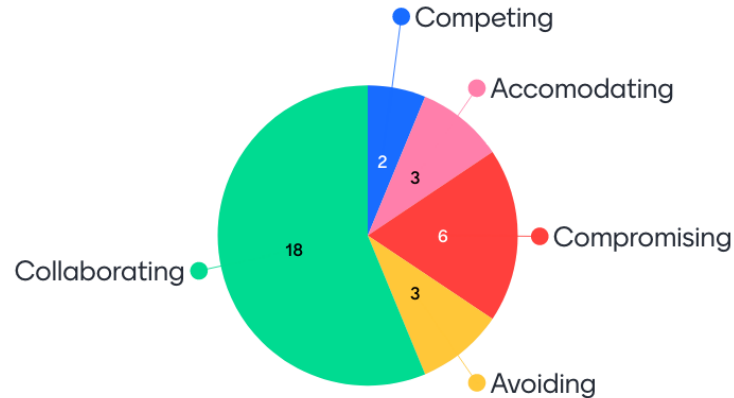
— **THOMAS CRUM**

WHAT IS YOUR APPROACH TO CONFLICT?

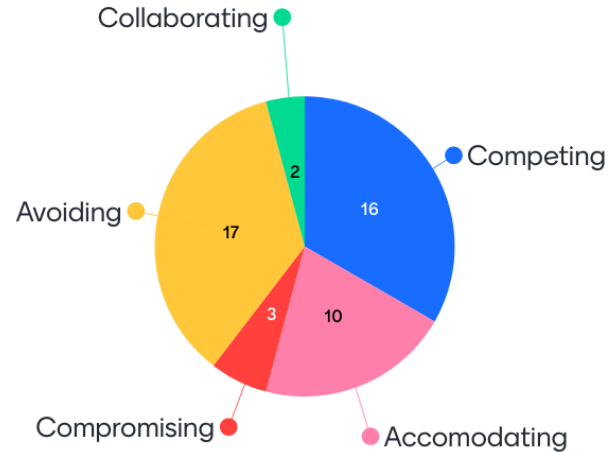
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What are your top two approaches to managing conflict?

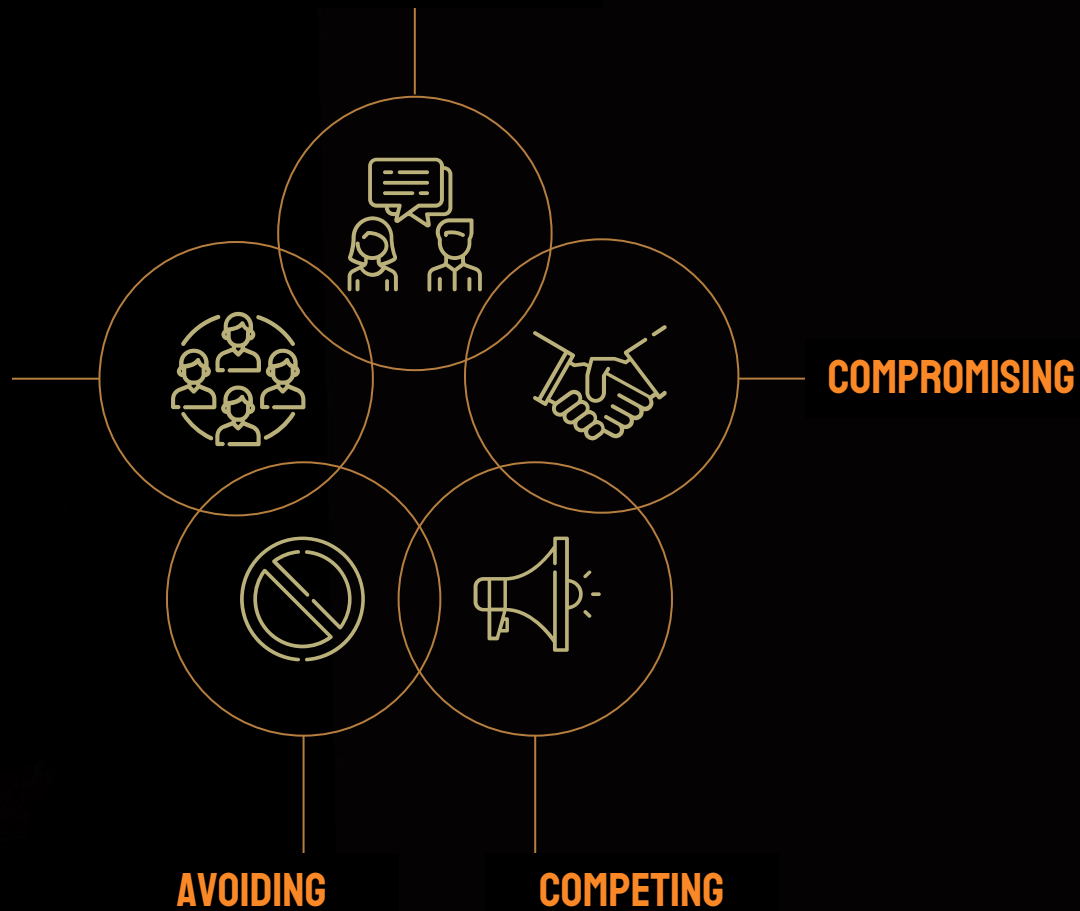


What are your lowest two approaches to managing conflict?





ACCOMMODATING





COLLABORATING

ACCOMMODATING

Individuals who are accommodating put others' needs above their own. They are often unsatisfied and value relationships over their own goals.

When is it helpful?

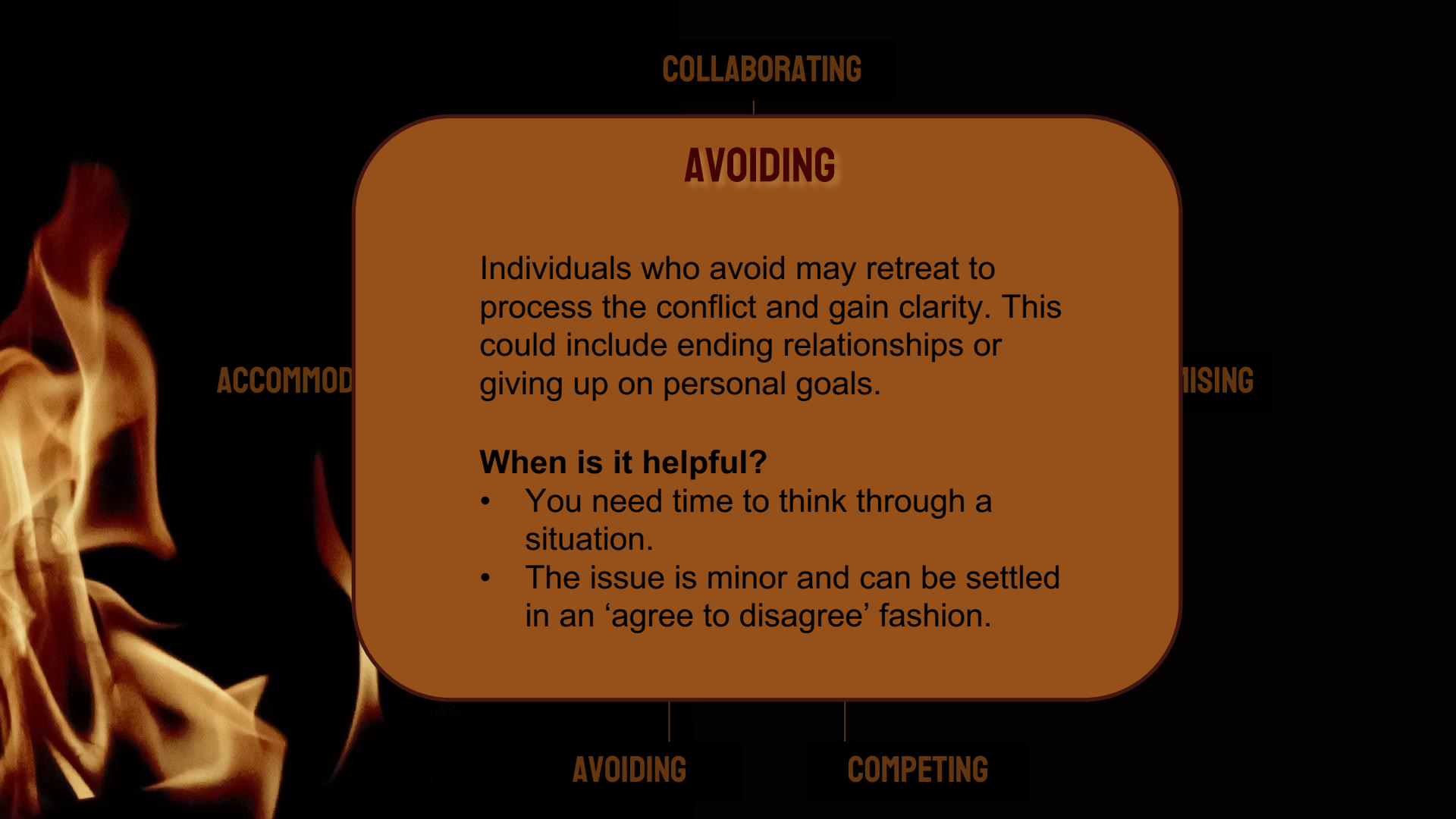
- The issue is trivial, and the outcome isn't as important as the group dynamic.
- There is a benefit to learning from mistakes.

AVOIDING

COMPETING

ACCOMMODATING

COMPETING



COLLABORATING

AVOIDING

Individuals who avoid may retreat to process the conflict and gain clarity. This could include ending relationships or giving up on personal goals.

When is it helpful?

- You need time to think through a situation.
- The issue is minor and can be settled in an 'agree to disagree' fashion.

AVOIDING

COMPETING

ACCOMMODATING

WINNING



COLLABORATING

COMPETING

Individuals in competition typically prioritize their own goals over others, viewing their own perspective as the right one.

When is it helpful?

- Emergency Situations
- You are certain you are correct, and it is in the best interest of the group to share.

AVOIDING

COMPETING

ACCOMMODATING

WINNING



COLLABORATING

COMPROMISING

Individuals who compromise are willing to find middle ground as a solution to conflict.

When is it helpful?

- There is cognitive and interpersonal flexibility within the group.
- Can be a backup for collaboration, if a win-win solution isn't possible.

AVOIDING

COMPETING

ACCOMMODATING

WINNING



COLLABORATING

COLLABORATING

Individuals who collaborate are cooperative and assertive in finding solutions that are beneficial to the group. This fosters the development of relationships and reduces group tension.

When is it helpful?

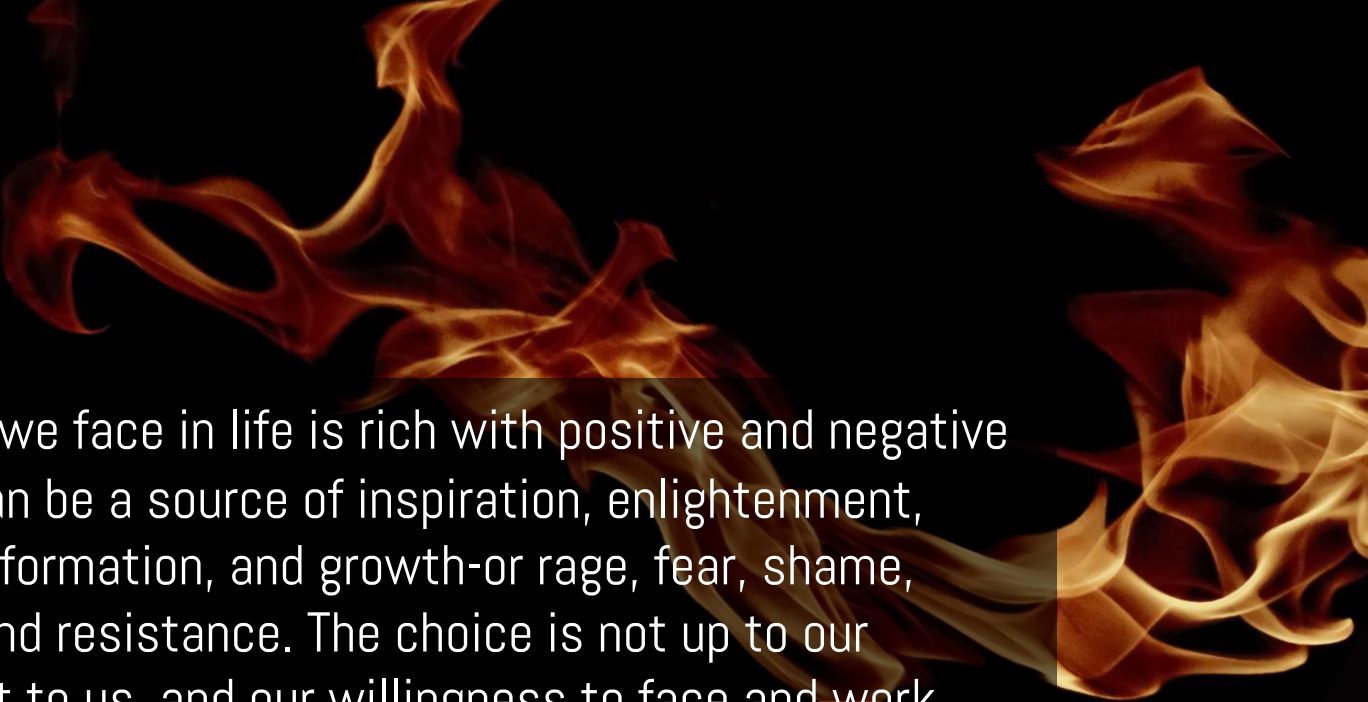
- There are high levels of trust in the group
- Everyone's concerns need to be addressed.

AVOIDING

COMPETING

ACCOMMODATING

WINNING

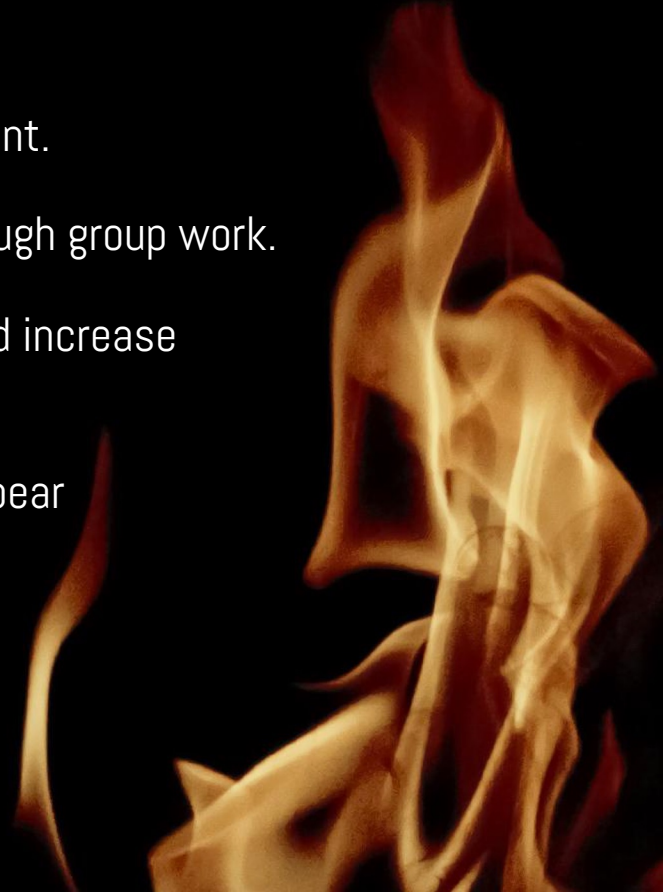
An abstract graphic of flames in shades of orange and yellow, appearing to rise from the right side of the frame against a black background. The flames have a fluid, wavy texture.

Every conflict we face in life is rich with positive and negative potential. It can be a source of inspiration, enlightenment, learning, transformation, and growth-or rage, fear, shame, entrapment, and resistance. The choice is not up to our opponents, but to us, and our willingness to face and work through them.

— KENNETH CLOKE

CONFLICT IN GROUP THERAPY

- Typically occurs in the second stage of group development.
- Interpersonal relationship dynamics are highlighted through group work.
- Not addressing this can reduce engagement in group and increase dropout, leading to poorer group outcomes.
- Members may feel attacked by direct questions that appear judgemental.



SOURCES OF CONFLICT

- Transference
- Mirror reactions
- Rivalry and envy
- Cultural differences and bias
- Disappointment with therapist
- Members not adhering to social norms
- Attempts at individuality
- Therapist not 'getting it'
- Reinforcing the group contract
- Members vying for time
- Parallel processes
- Nonverbal exchanges

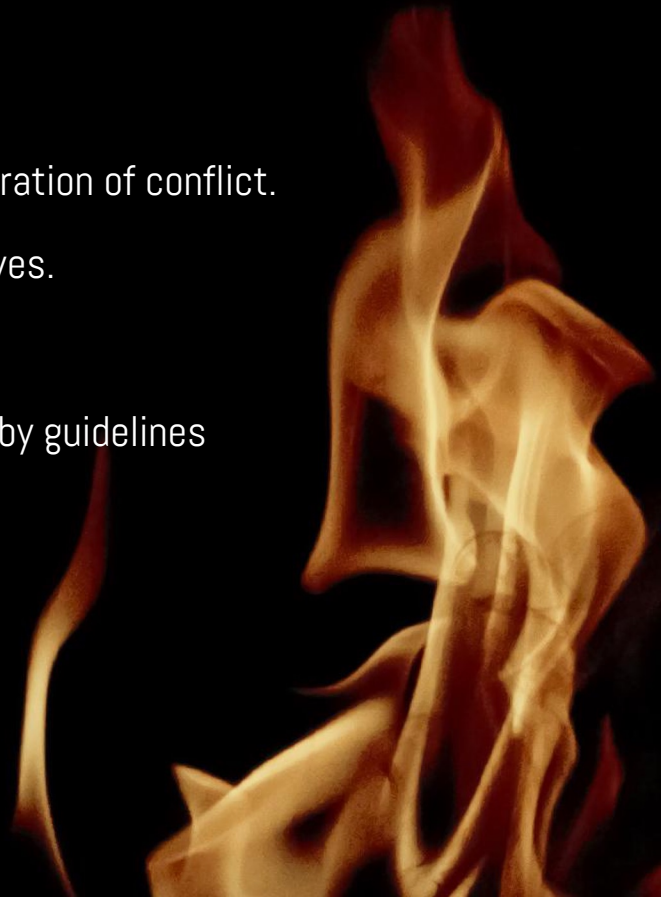
CONFLICT MANAGEMENT IN GROUP THERAPY

- Emotional
- Intrapsychic
- Interpersonal
- Group-as-a-whole



THE ROLE OF FACILITATOR

- Establish safety and normalize the expression of feelings.
- Using the 'here and now' to provide direct exposure to and exploration of conflict.
- Encouraging members to listen and reflect on others' perspectives.
- Managing personal emotional responses.
- Maintaining consistency and structure for the group, supported by guidelines from the group contract.
- Regular assessment of group cohesion and climate
 - Curative Climate Instrument (CCI)
 - Group Climate Questionnaire (GCQ)



BENEFITS OF CONFLICT

- Disturbs unhealthy, yet comfortable, relationship dynamics.
- Members receive guidance on how to address conflict.
- Opportunity for personal reflection and growth.
- Improves understanding of others' experiences.



QUESTIONS AND REFLECTIONS

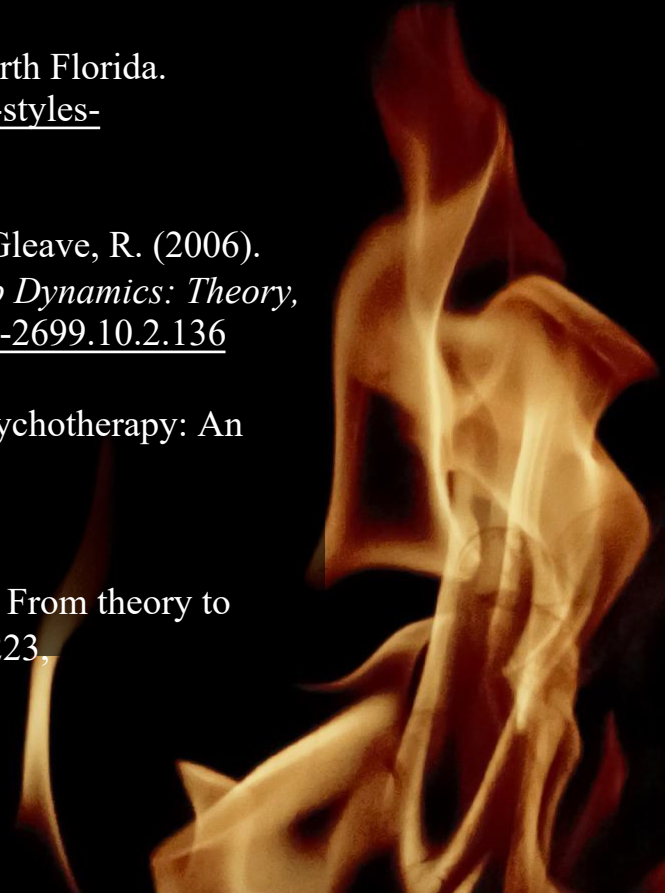
Email me!

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