

SWO20 BREAKOUT: SPENCER DAVIS

SNOWBIRD WILDERNESS OUTFITTERS

CONFLICT AND CONFRONTATION

WHAT CAUSES CONFLICT?

- ▶ Misunderstanding
- ▶ Insecurity
- ▶ Pride
- ▶ Rivalry
- ▶ Envy
- ▶ ...lots of things...

CONFLICT =

▶ Usually:

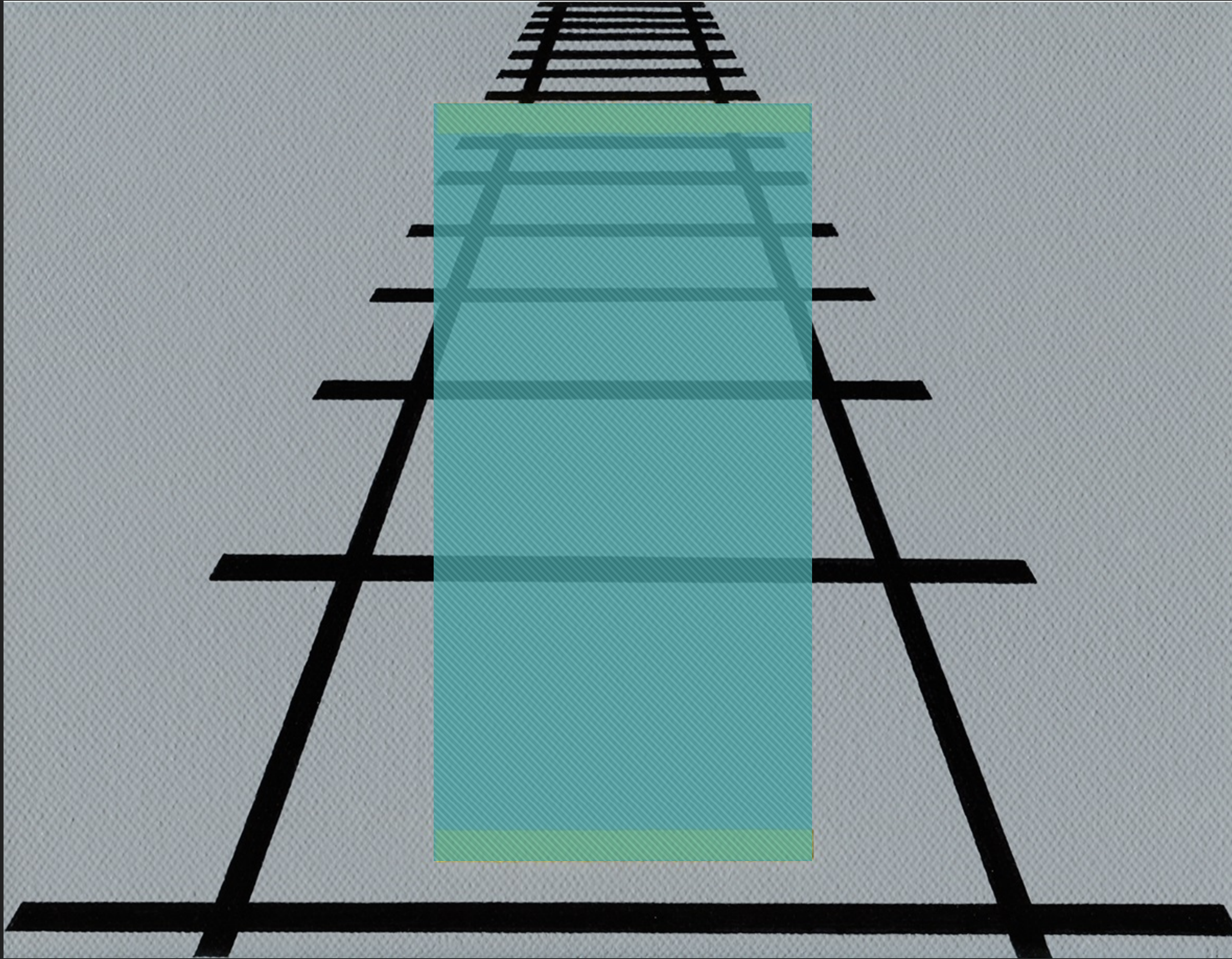
▶ Different opinions + high emotions +
big consequences

WHAT ARE OUR OPTIONS WITH CONFLICT?

- ▶ Avoid it (flight)
- ▶ Handle it badly (freeze or fight)
- ▶ Handle it wisely

WHAT'S REALLY AT THE ROOT OF CONFLICT?

- ▶ James 4:1-2 - "What causes quarrels and what causes fights among you? Is it not this, that your passions are at war within you? You desire and do not have, so you murder. You covet and cannot obtain, so you fight and quarrel..."



**“SPEAK WHEN YOU ARE ANGRY AND YOU
WILL MAKE THE BEST SPEECH YOU WILL
EVER REGRET.”**

Ambrose Bierce

PROVERBS 15:1-2

▶ “A soft answer turns away wrath, but a harsh word stirs up anger. The tongue of the wise commends knowledge, but the mouths of fools pour out folly.”

HOW DO I SKILLFULLY NAVIGATE EMOTIONALLY CHARGED HIGH-STAKES CONVERSATIONS?

- ▶ 1. Learn to see a conflict coming in yourself.
- ▶ 2. Look for signs that the other person feels threatened.
- ▶ 3. Learn your tendencies under tension.



CONTENT

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CONDITIONS

HOW DO I SKILLFULLY NAVIGATE EMOTIONALLY CHARGED HIGH-STAKES CONVERSATIONS?

- ▶ 1. Learn to see a conflict coming in yourself.
- ▶ 2. Look for signs that the other person feels threatened.
- ▶ 3. Learn your tendencies under tension.
- ▶ 4. Reboot and make things safe.
- ▶ 5. Find common ground.
- ▶ 6. Don't focus on winning (focus on solutions).

CONFRONTATION

- ▶ What's the difference between confrontation and conflict?
 - ▶ Conflict is a disagreement, usually spontaneous.
 - ▶ Confrontation usually happens after someone doesn't act as they ought.

- ▶ To confront someone is to hold them accountable - face to face - with the goal that problems are resolved and the relationship benefits.

ON CONFRONTATION:

- ▶ Don't look for (create) opportunities to confront.
- ▶ DO get to the real root.
- ▶ Avoid being the paparazzi
 - ▶ Prov. 11:13 - "Whoever goes about slandering reveals secrets, but he who is trustworthy in spirit keeps a thing covered."
- ▶ Know when to mind yo bidness
 - ▶ Prov. 26:17 - "Whoever meddles in a quarrel not his own is like one who takes a passing dog by the ears."

A TEMPLATE

- ▶ You've heard something...
 - ▶ 1. Is it true?
 - ▶ 2. Tell me about it (either way).
 - ▶ 3. What are we gonna do?
 - ▶ 4. Tell them what I think.
 - ▶ 5. What have you heard me say?
 - ▶ 6. How do you feel about this conversation / time we've shared?

JAMES 4:6-10

- ▶ “But he gives more grace. Therefore it says, ‘God opposes the proud but gives grace to the humble.’ Submit yourselves therefore to God. Resist the devil, and he will flee from you. Draw near to God, and He will draw near to you. Cleanse your hands, you sinners, and purify your hearts, you double-minded. Be wretched and mourn and weep. Let your laughter be turned to mourning and your joy to gloom. Humble yourselves before the Lord, and He will exalt you.”

JAMES 1:14

- ▶ “But each person is tempted when he is lured and enticed by his own desire. Then desire when it has conceived gives birth to sin, and sin when it is fully grown brings forth death.”

**“THE SOLUTION TO OUR CONFLICTS IS NOT EMOTIONAL
NUMBNESS. THE SOLUTION IS TO BECOME AWAKENED TO
NEW DESIRES... AS WE DRAW NEAR TO GOD, OUR
GREATEST GOOD, WE FIND IN HIM THE SATISFACTION THAT
OUR COVETING AND OUR LUSTS COULD NEVER DELIVER...”**

Tony Reinke

RECAP:

- ▶ The recipe for conflict is usually: Different Opinions + High Emotions + Big Consequences
- ▶ Disagreement escalates into conflict because of selfish desires.
- ▶ Recognize your own selfish desires + recognize the Content + Conditions
- ▶ Don't avoid, freeze or fight. Listen and speak truth.
- ▶ Bring things back to common ground.
- ▶ Don't focus on winning.
- ▶ Humble yourself.
- ▶ God will supply the love for others and the wisdom and skill needed to navigate conflict.
- ▶ ...and God gets the Glory.