ASSUMPTIONS ABOUT CONFLICT

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1. Conflict is not inherently good or bad. When two or three are gathered… sometimes conflict just happens. Conflict is normal, healthy, natural.

2. Conflict can be a sign of vitality and growth. Conflict energizes and creates interest.

3. We often have a primal response to conflict at first – fight, flight or freeze. We need to deal with our own "stuff" (our assumptions, preferences, history) before we can deal with conflict effectively.

4. Fear is often at the root of conflict, and functions as a barrier to break through in order to manage conflict well.

5. The way we handle conflict in the Church directly relates to how we understand and live into the Gospel.

6. The process of moving through conflict is as important (and sometimes more important) that the outcome.

7. The ultimate goal is moving through conflict is transformation, not just resolution.

8. In conflict, sometimes otherwise normal people will do quite unpredictable things.

9. How we deal with conflict is determined by how we see the world.

10. We have deeply engrained ideas about conflict that we learn from our culture(s) and families.

11. It is the redeeming love of God that makes reconciliation possible.

12. The worst thing that can happen in conflict is sin.

13. The best thing that can happen in conflict is transformation, reconciliation, forgiveness, redemption, and bringing glory to God.