THE FUNDAMENTALS OF FATHERHOOD

CONFLICT RESOLUTION



7

MODULE

RECOGNIZING CONFLICT



Teams generally handle conflict well on the field or court because there is structure. Each player knows the rules and understands the consequences of breaking them. Coaches, referees and cameras enforce these rules, too. Everyone knows things go better when conflicts during the game are handled safely and when everything goes according to the game's structure.

Things are not so simple in a family. Men often handle conflict well in business, in the military and in sports because these institutions rely on structure and regulation. In a family when emotions are high, it can sometimes feel as though there are no rules at all.

Directions: Coaches from the clip listed **eight** coaching perspectives on handling conflict. In the space below each term, define it in your own words. Think: *What are the contexts of conflicts I experience? What emotions are exhibited?*

1. Conflict is fertilizer for growth.

2. Conflict is an opportunity for communication.

3. Conflict with you, the coach—
   look in the mirror.

4. Get to the heart of the matter.

5. How you handle conflict is key.

6. Apologize if needed.

7. Don't let conflict fester into resentment.

8. Trust is critical in resolving conflict.

MANAGING ANGER

Directions: Answer the first two prompts individually. When you've finished, find a dad who you do not know well and write down your collaborative responses to the last two prompts.

Think about the last time you felt bugged, irritated, bothered or annoyed and recall the circumstances surrounding the emotion. What caused you to feel this way?

Recall how your body reacted when you were experiencing the emotion. List examples of physiological responses to low-level anger.

List examples of healthy time-outs. What can men do to remove themselves from an angering situation and prevent doing something they'll regret?

List examples for positive outlets for anger. What can men do to channel their emotions into something productive and avoid getting "ejected?"



Handling conflict

"If there's conflict directed at you (the coach), look in the mirror."

Coach Jon Leamy

CONFLICTS AMONG THE TEAM

Coaches rely on a number of skills to manage player-to-player and coach-to-player conflicts. By the same token, fathers need to be prepared to manage child-to-child, child-to-parent, and parent-to-parent conflicts to keep a happy, healthy team.

When does a player feel hurt, angry, frustrated, embarrassed, etc?

1.
2.
3.
4.
5.

When does a child feel hurt, angry, frustrated, embarrassed, etc?

1.
2.
3.
4.
5.

CREATING A SOLUTION HAS FOUR CRUCIAL ELEMENTS:

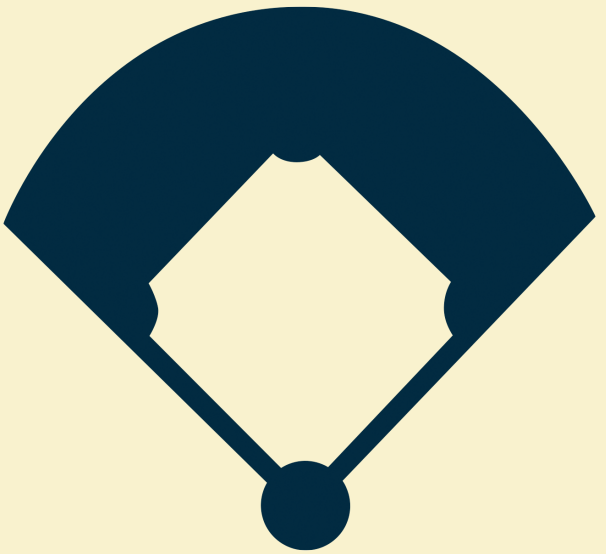
Directions: How would you define each of the following terms? Write what each looks like to you.

1. *Empathy*
2. *Safety*
3. *Perspective*
4. *Understanding*

FINDING A SOLUTION

Practicing conflict resolution with a child can prevent anger erupting into violence when they reach adulthood. When respectful conflict resolution isn't mastered during early childhood, the skills prove far more challenging to learn as an adult.

When coaching your children on conflict resolution, try visualizing the **problem-solving baseball diamond:**



First base identifies the problem. Second base weighs potential options. Third base identifies the best option. When you reach home base, evaluate whether you made the best decision: **Am I safe or am I out?**

Your instructor will provide a scenario with which to practice the problem-solving baseball diamond.

1st BASE
Identify the problem

2nd BASE
Weigh potential options

3rd BASE
Identify the best option

HOME PLATE
Evaluate the decision

◇ *Safe* ◇ *Out*

IT'S NOT ALWAYS EASY

Finding the right solution during a conflict isn't easy. The conflicts a team endures are not always coach-player or player-player. A team has to juggle conflicts with many external forces, too. But when your team and your family work well together, you are best equipped to manage anything that comes at you.

Remember, conflict resolution goals are twofold: They are meant to reach a **compromise** and operate as a **learning moment** for the parties involved.

In the space provided for Conflict Takeaways and Reflections, write on one or more of the following questions:

?

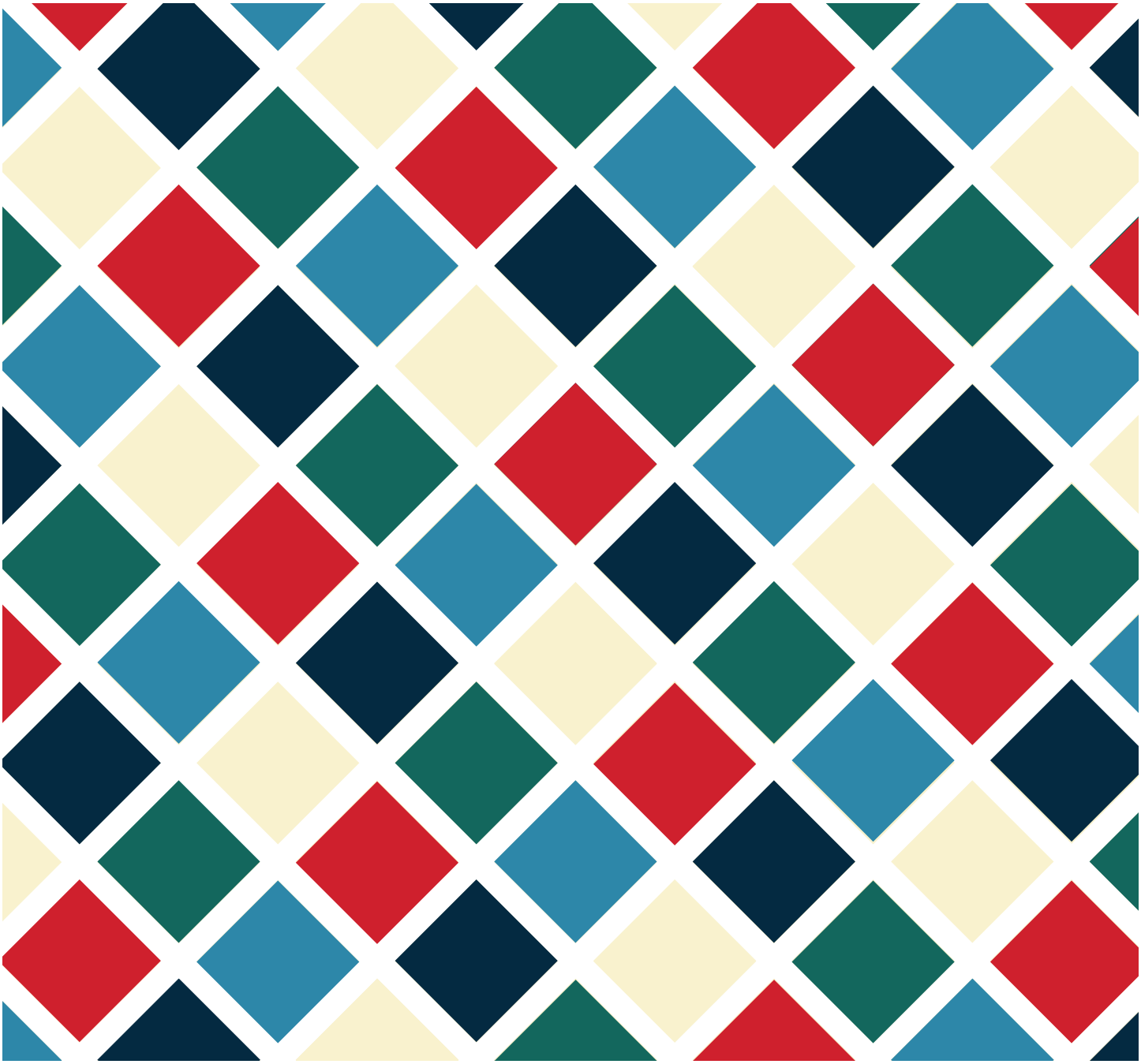
How can I incorporate empathy, safety, perspective and understanding into my everyday life?

What sorts of low-level anger do I experience the most?

How does it feel to experience an ejection?

Which healthy time-out methods sound like they'll work for me?

Use the space below for your Conflict Takeaways and Reflections.



YOUNGBLOOD

KIA NISSAN

GOOD DADS

"Helping Kids One Dad at a Time"

205 West Walnut Street, Suite 10
Springfield, MO 65806
417.501.8867
www.gooddads.com

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Special thanks to coaches Dave Collins, Corey Gipson, Chuck Hepola, Jon Leamy, Scott Nasby, and Frank Tristan. Printed by Liberty Press in Springfield, Missouri.

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