

In Case of a Conflict

<i>Between me & group member</i>	<i>Between me & cofacilitator</i>	<i>Between two group members (if it's interfering with the group)</i>
Try to determine where the conflict is on the stages of escalation.	Try to determine where the conflict is on the stages of escalation.	Try to determine where the conflict is on the stages of escalation.
Determine what your default conflict style is and what conflict style would be most appropriate for the situation.	Acknowledge the conflict with the cofacilitator and that you want to get together to try to resolve it.	Acknowledge the conflict with the group members and ask them to get together to try to resolve it with you mediating.
Develop a plan for addressing the conflict, and create a dialogue using the feedback model.	With your cofacilitator, determine what your default conflict styles are and what conflict style would be most appropriate for the situation.	Have them determine what their default conflict styles are and what conflict style would be most appropriate for the situation (email them the descriptions).
Schedule time to meet with the person in a place that's quiet, private and fosters open communication; let them know you sense there is a conflict and that you want to get together to try to resolve it.	Develop a plan for addressing the conflict, create a dialogue using the feedback model, and ask your cofacilitator to do the same.	Ask them to prepare for addressing the conflict and to create a dialogue using the feedback model (email them the description).
Open the meeting with prayer and, using the steps outlined in the feedback model for a conversation framework, engage in the dialogue you planned. NOTE: At this step you may wish to introduce the feedback model to the other person and ask them to stay within the framework.	Schedule time to meet with the other in a place that's quiet, private and fosters open communication.	Schedule time to meet with them in a place that's quiet, private and fosters open communication.
Evaluate (on your own) how the conflict went using the stages of escalation. Did you move back in the stages of escalation?	Open the meeting with prayer and, using the steps outlined in the feedback model for a conversation framework, engage in dialogue.	Open the meeting with prayer and then describe the stages of escalation and let them know you intend to try to help them move back a stage or stages.
If the conflict remains unresolved, refer to Matthew 18 to determine next steps.	Evaluate (on your own) how the conflict went using the stages of escalation. Did you move back in the stages of escalation?	Using the steps outlined in the feedback model for a conversation framework, have them engage in dialogue by having one person complete steps one and two and then switching before moving to steps three and four. NOTE: It's important to make sure they both acknowledge the need they have that's not being met by the other (stages of escalation).
	Follow up with the cofacilitator to see if they agree that the conflict has deescalated.	Evaluate (with them) how the conflict went using the stages of escalation. Did the conflict deescalate?
	If the conflict remains unresolved, refer to Matthew 18 to determine next steps.	If the conflict remains unresolved, refer to Matthew 18 to determine next steps.