NEW MEXICO 4-H

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Defining Conflict

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Post Secondary Pathways

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Defining Conflict

INTRODUCTION

Conflict happens to everyone—at school, at home, with friends, and at work. But it isn't always bad; it can help us grow, solve problems, and understand each other better. In this lesson, participants will explore the types and stages of conflict, learn about different management styles, and practice strategies to handle conflicts effectively—skills that are important not just in school, but in any career.

Supplies

- Worksheets
- Handouts
- Pens/Pencils

SET UP

Review lesson materials and determine which worksheets and handouts you will use for the lesson. Print enough pre/post assessments, worksheets, and handouts for each participant.

OUTCOMES

Students will be able to:

- **Identify** positive and negative conflict and describe how they affect relationships and goals.
- **Recognize** the stages of conflict and the importance of addressing conflict early.
- **Understand** their own conflict management style.
- **Apply** conflict management strategies to realistic scenarios.

ACTIVITY

1. Have participants complete the *Pre-assessment*.

2. Write the word "Conflict" on the board. Begin with a discussion: *What comes to mind when you hear the word "conflict"?* Write answers on the board around the word.

Highlight that conflict isn't always bad – some conflicts are positive and can lead to growth, while others are negative and harmful.

3. Distribute *Conflict: Positive vs Negative* to each participant. Read the definitions and discuss examples. Ask participants to give examples from school, home, or work where conflict led to positive or negative outcomes.

4. Distribute *Stages of Conflict* to each participant. Explain the stages. Have participants pair up to write examples for each stage of conflict. Wrap-up by asking volunteers to briefly share some examples.

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5. Distribute *Conflict Management Styles Assessment* and *Conflict Management Styles* handout to each participant. Allow time for each participant to complete the assessment individually to identify and reflect on their typical style. Discuss why knowing your style is important in school and in a career. If time allows, discuss pros and cons of each style.

6. Distribute the *Conflict Management Style Scenarios* and allow participants to work in pairs or small groups to determine the conflict management style used in each scenario.

7. (Optional) Instruct each group to rewrite one scenario, changing the resolution to fit another conflict management style. Share with the group.

8. *Exit Ticket* – depending on time, this can be done as a class discussion, or students can complete the worksheet in class, as homework, or in the following class.

9. Have participants complete *Post-assessment*.

WRAP UP

Conflict happens everywhere, including in the workplace, but how we handle it can make a big difference. By knowing the types of conflict and your own management style, you now have tools to solve problems while keeping relationships positive in school, work, and life.

CONFLICT

CON·FLICT: /ˈkän‸flik(t)/

CONFLICT IS SERIOUS DISAGREEMENT AND ARGUMENT ABOUT SOMETHING IMPORTANT.

RESOURCES

NM Standards:

<u>NM PED Standards: Career and Technical Education (CTE):</u>
CTE 2.1.1: Select and employ appropriate reading and communication strategies
CTE 2.1.2: demonstrate use of the concepts, strategies, and systems to enhance communication in the workplace
CTE 2.1.9: Listen to and speak with diverse individuals to enhance communication skills
CTE 3.1.1: Employ critical thinking skills to solve problems and make decisions
CTE 3.1.2: Employ critical thinking and interpersonal skills to resolve conflicts
CTE 3.2.1: Understand problem-solving techniques
CTE 9.1.1: Identify and demonstrate the use of positive work behaviors and personal qualities needed to be employable

<u>Common Career Technical Core (CCTC) Standards: Career Ready Practices (CRP):</u>
CRP-1: Act as a responsible and contributing citizen and employee
CRP-4: Communicate clearly, effectively, and with reason
CRP-8: Utilize critical thinking to make sense of problems and persevere in solving them

<u>Optional ELA Alignment (Grades 6-12)</u>
SL1: Participate in a range of conversations and collaborations

Video Resources:

Note: Please preview all videos before showing them to students to ensure they are age-appropriate, relevant, and aligned with your classroom needs.

Conflict Styles | Off the Record
https://youtu.be/pUI9-MwCmGM?si=NgaUyB0aL-e_Vlax

What is Conflict?
https://youtu.be/SorqWJUHbjM?si=H-N0kDYQBFS3fWtr