**Analyze Your Conflict with 2 Conflict Models**


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**DIFFERENTIATION & INTEGRATION**

1. **Differentiation**
   - What roles are people playing?
   - What is the conflict about?
   - What patterns of behavior are people engaging in?
   - What assumptions are keeping the conflict active and alive?

2. **Integration**
   - Appreciation of similarities
   - Positive interactions toward resolution
   - Own behavior and approaches
   - Problem solving
   - Identify mutual purpose
   - Identify underlying needs & interests

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**PONDY’S MODEL**

1. **Latent Conflict** - Conflicting issues exist but all parties aren’t aware yet.

2. **Perceived Conflict** - Parties become aware of conflict
   - Asserting power
   - Gossiping
   - Yelling
   - Name calling
   - Triangulation
   - Passive Aggression

3. **Open Conflict** - Parties really ‘feel’ the conflict
   - Asserting power
   - Gossiping
   - Yelling
   - Name calling
   - Triangulation
   - Passive Aggression

4. **Manifest Power** - parties act on their feelings in conflict
   - Identifying own underlying interests & needs
   - Identifying others’ underlying interests & needs
   - Curious questions

5. **Aftermath**
   - New relationships
   - New agreements
   - New dynamics
   - Assessment

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