Conflict Types

**Structural Conflict**

*Caused by:*
- Unequal power or authority
- Patterns of destructive behavior
- External circumstances (time, space, etc.)

*Examples:*
- Hiring processes

*Resolved by:*
- Restructure roles and positions
- Identify, interrupt, and change destructive patterns
- Establish equitable decision making processes

**Value Conflict**

*Caused by:*
- Different morals/ethics/beliefs on what is important or how something should be done

*Examples:*
- COVID-19

*Resolved by:*
- It is OK to have different values/morals/etc
- Focus on goal/interest or value all share

**Interest Conflict**

*Caused by:*
- Perceived or real incompatible goals, needs
- When you believe your needs will be met at the expense of others’ needs

*Examples:*
- Perceived limited resources (job, money, etc.)

*Resolved by:*
- Identify and focus on everyone’s underlying interests
- How can we _______________ AND _______________?

**Data Conflict**

*Caused by:*
- Lack of, or different, information
- Different interpretations or access to information

*Examples:*
- Personal budget and vacation plans
- COVID-19 response/engagement

*Resolved by:*
- Agree on what information is important
- Distribute data with equity

**Relationship Conflict**

*Caused by:*
- Miscommunications, emotions
- Stereotypes, assumptions, stories
- Repeated destructive behavior

*Examples:*
- Conflict with co-worker, friend, family member

*Resolved by:*
- Heavily enforce ground rules
- Clarify communications
- Provide space to name and validate feelings

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