

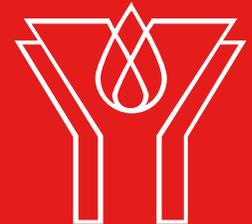
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# NAVIGATING CONFLICT W/POLARITIES

ACIS

*Facilitated By*

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YARBROUGH *group*

# WELCOME + INTRODUCTION

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1. A little about Lindsay
  
2. A little about yourself
  - Breathing
  - Set an intention
  
  - Share with one person something that brought you joy in the last week.

# AGENDA/GOALS

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- Using your life
  - A real conflict from your life, something that matters to you.
- How might we interact in a conflict?
  - Diplomatic AND Direct
- Setting Clear Goals/Requests
- Position vs. Interest
- Closure

# #FAKEGOALS

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1. Fix all conflicts forever
2. Avoid all conflict
3. Win all fights
4. Able to swim in the ocean of conflict.

# EXPECTATIONS OF THE GROUP

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1. Show Up
2. Stay here
  - Give it a try
3. Pay attention to what has meaning for you
  - The “balcony”
4. Confidentiality
5. Real Questions
6. We’ll keep to the agenda to meet group needs and answer questions to meet individual needs.

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# PERSONAL RELATIONSHIP TO CONFLICT



# PERSONAL RELATIONSHIP TO CONFLICT



- Pair
- Uninterrupted. For 2 minutes EACH.
  
- 1. Messages from your family about how to deal with conflict.
- 2. How did your family fight?
- 3. How did your family make up?
  
- Debrief

# PERSONAL RELATIONSHIP TO CONFLICT



- What might it mean that you have a different story, relationship or approach to conflict than others?

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HOW DO WE SPEAK IN A  
CONFLICT?

HOW MIGHT WE?



# TENSIONS

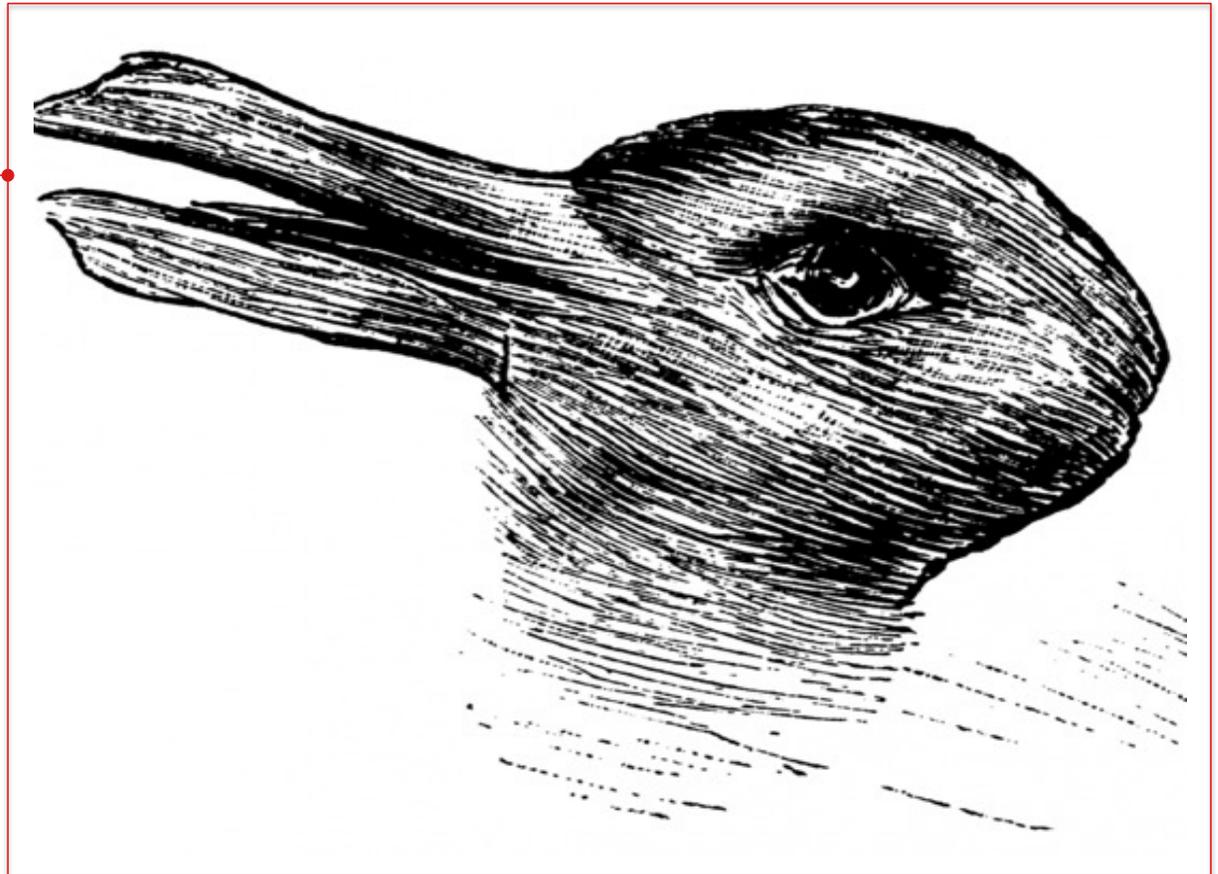
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What is a polarity?

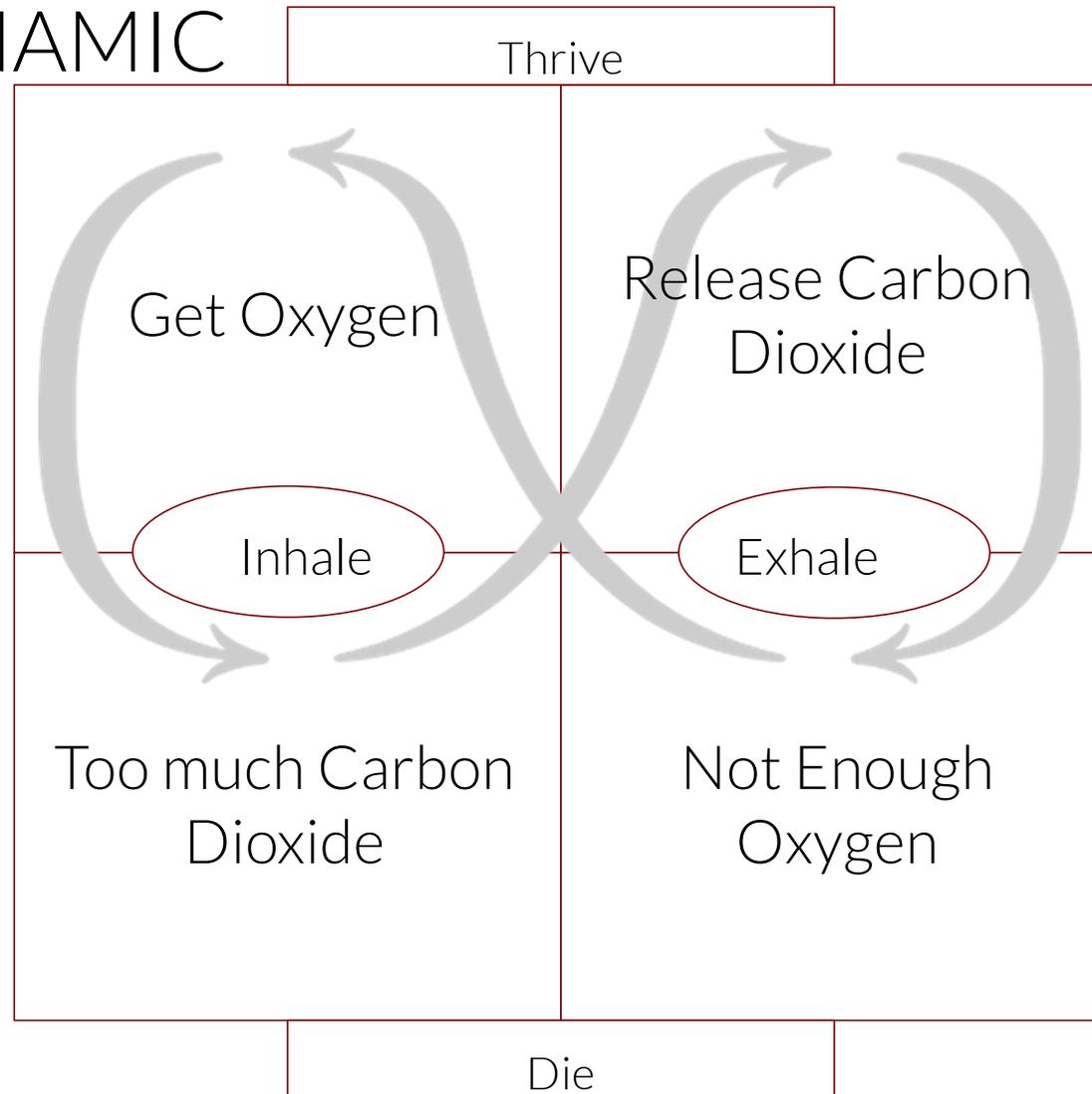
Reality AND Hope  
Short Term & Long Term  
Diplomatic + Direct

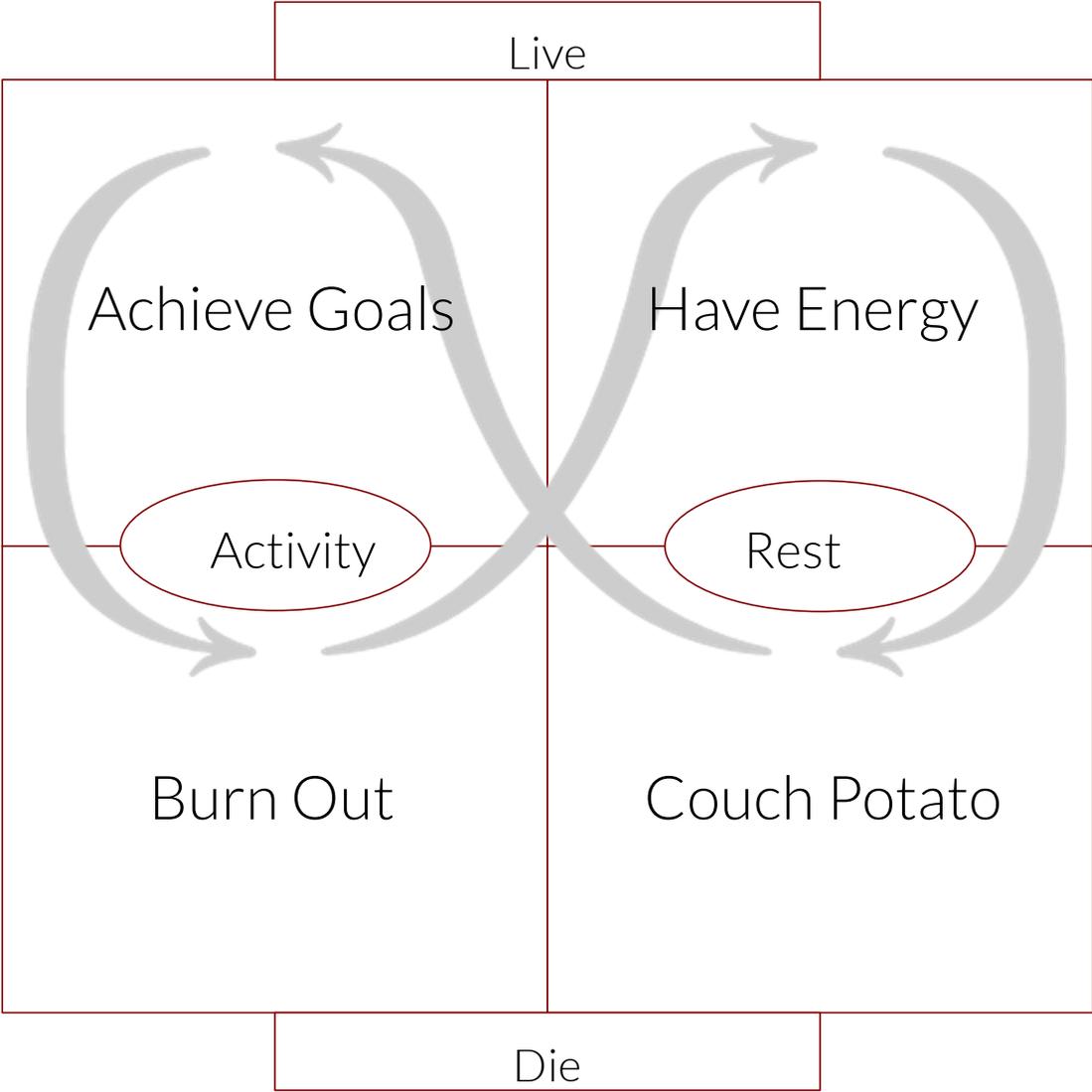
# WHAT DO YOU SEE?



Look at several ways

# THE DYNAMIC



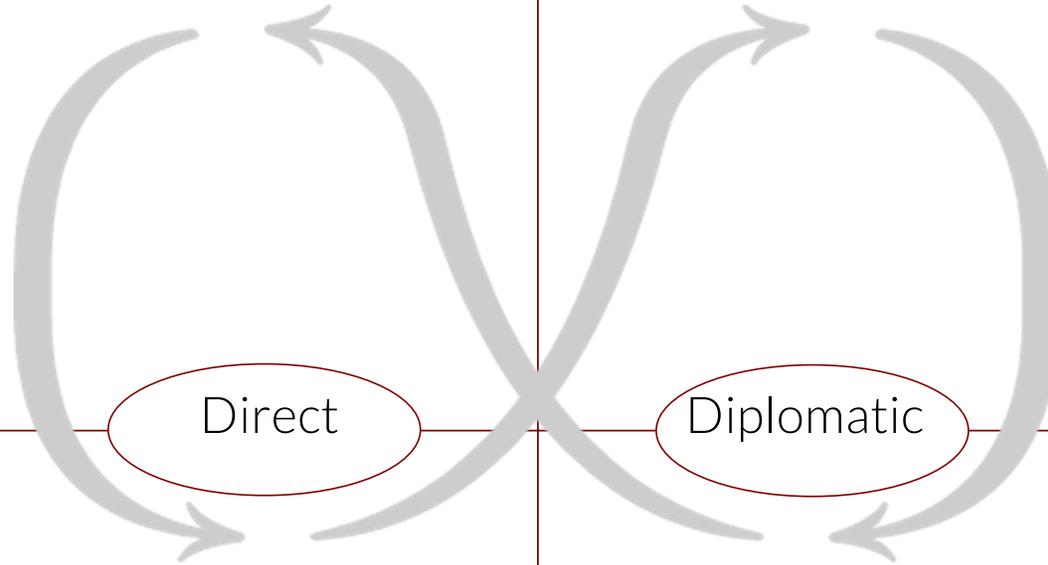


Greater Purpose Statement (GPS) *Why leverage this polarity?*

## Healthy Conflict

Upsides - Positive results of focus on the left pole

Upsides - Positive results of focus on the right pole



Direct

Diplomatic

Downsides - Negative results of an overfocus on the left pole to the neglect of the right pole.

Downsides - Negative results of an overfocus on the right pole to the neglect of the left pole.

## Destructive Conflict

Deeper Fear - *Loss of GPS*

# ACTION STEPS + EARLY WARNINGS

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What do you want to keep? Let go? Add?

- Action Steps
  - What does the team need to plan for keeping the upside?
  - Should be S.M.A.R.T.
- Early Warnings
  - What will be the warning signs (yellow lights) that one is being overdone?
  - Should be S.M.A.R.T.

# USING YOUR LIFE

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- Reflect about a conflict you are in right now.
  - What do you want?
  - What do they want?

# POSITION IS NOT AN INTEREST

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- Position = solution....”You must do this” “You need to do it this way,” “We have always done it this way in the past and it has been successful.”
- Interest = real issue.

Example: Orange



# KINDS OF INTERESTS

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- **P**rocess: how we want to go about things like procedures, structured, flexible...
- **R**elationship: what we want from each other like respect, inclusion, influence, affection...
- **I**dentify: how we want to be seen like competent, knowledgeable, wise, caring...
- **C**ontent: tangible things like money, time, position...
- **E**nergy: how much energy do you have to give to different things...

PRICE

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# CHRONIC CONFLICT



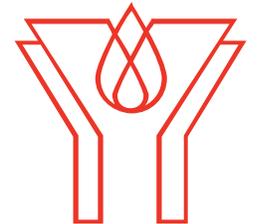
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# CLOSURE

1 🧠 learning

1 ❤️ learning

1 commitment that you will do with the material over the next week/month.



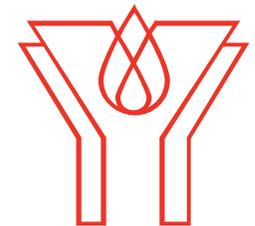
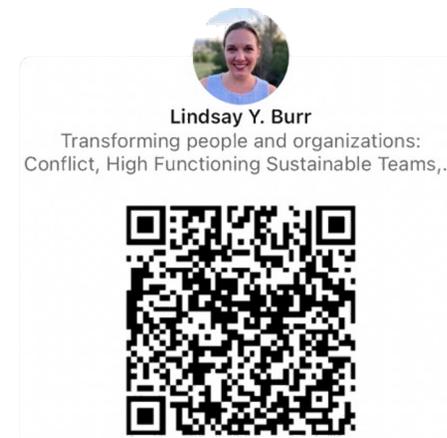
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# REMEMBER: BOTH/AND

Free Downloadable  
Polarity Map



Lindsay's LinkedIn



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# THANK YOU!

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