

Creating Constructive Conflict Resolution

Based on research of over 6,000 actual workplace conflicts, Conflict Lens discovered that behavior centered on conflict can be measured and described through ten dimensions. To effectively manage conflict situations, people must become aware of their reactions to conflict and learn methods for achieving constructive outcomes. The assessment of conflict promotes self-awareness and understanding and gives participants tactics for turning each situation into a growth opportunity.

Conflict is present in almost every work environment. It can be extremely destructive within an organization and can damage trust between individuals. Your organization will benefit tremendously by determining the situations where conflict occurs and what dynamics are present in each circumstance.

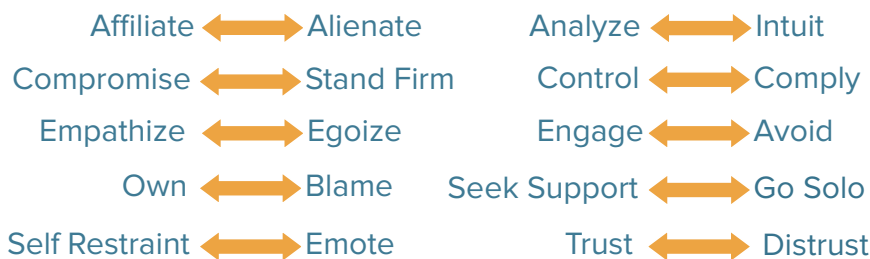
Using this knowledge will help your employees solve many of the intractable problems they face.

Effective conflict management will help build a trusted organizational culture so that each employee feels respected and valued, even in situations of high stress.

How It's Done

Assesses conflict by asking employees to answer questions about significant conflicts they were involved in and the outcomes of these conflicts. Directs development of better conflict management skills by giving people tools for managing their emotions and structuring positive communication. Promotes growth opportunities in professional relationships instead of loss of trust and respect resulting from inefficient communications and misunderstandings. Increases trust with peers, subordinates, and managers, which results in better collaboration, increased productivity and better morale in the workplace.

Dimensions of Conflict



“Conflict Lens is an assessment which measures the ways in which people deal with workplace conflict and provides tools to identify and address these situations.”