Conflicts is... 
What is conflict like for you?
What experiences have contributed to how you think about conflict?

Recognizing when you get stuck:
Do you have unproductive responses to conflict?
Common responses include: defensiveness, blaming, storytelling, certainty, justification, boundary violation, passive aggressiveness, and controlling.

Conflict is driven by NEEDS:
What is most important to you?
What do you desire and want in life?
Universal needs: Independence, competence, likeability

V.O.C.A.B. 
Finding the beauty in conflict

Vulnerability: The willingness to open up and be seen
Have you expressed your needs, emotions, contributions, boundaries?
Gift given: Trust Gift received: Authenticity Facilitates: Connection

Ownership: Taking accountability for your contributions
Have you owned your emotions, needs, contributions, boundaries?
Gift given: Competency Gift received: Empowerment Facilitates: Cooperation

Communication Process: Ask, Listen, Express
What open and honest questions can you ask? How can you listen to understand their needs and perspective? Are you expressing with ownership and vulnerability?
Gift given: Witness/Seen Gift received: Empathy Facilitates: Possibilities & Change

Acceptance: Letting go of what you can’t control and embracing reality
Are you attempting to control the other person? What losses do you have to grieve?
Gift given: Autonomy/Independence Gift received: Serenity Facilitates: Peace

Boundaries: Guidelines for acceptable behavior
What are you okay with and not okay with? Have you communicated your boundaries? Are you respecting the boundaries of others?
Gift given: Respect Gift received: Safety Facilitates: Trust & Intimacy

The Beauty of Conflict podcasts http://thrive.usu.edu/media-library
Clair’s TEDx USU presentation on conflict: https://www.youtube.com/watch?v=5S9n9pH_A0Q