



Transform Conflicts into Cooperation

Are you tired of having the same argument over and over again with a loved one? Do you dread conflicts and disagreements at work? There is a simple way to easily resolve problems...and improve relationships.

Disagreements with others are inevitable, and they can cause stress and strain in relationships. But, there is a powerful secret that can align people against the problem instead of against each other and transforms conflicts into cooperation. With the following steps, you can find creative solutions to problems and create happier relationships.

1. Identify and describe the problem in neutral terms and express your desire to seek a solution together. Ask, "How can WE solve this problem?"
2. Invite the other person to express their thoughts and feelings about the situation. Seek to really understand the other's point of view. It can help to clarify what you have heard by saying, "Let me make sure I understand..." and then paraphrase their words.
3. Share your own thoughts, feelings, and concerns about the problem without judging, blaming, or criticizing the other person.
4. Brainstorm together for creative ideas and solutions. Write down every idea no matter how unrealistic or impractical.
5. Evaluate all possible solutions, eliminating the ones that are unacceptable to either of you.
6. Find a solution that works for both of you, and then agree to a plan of action. If you are unable to agree on a solution or if the plan doesn't work, go back to the brainstorming process again.

By working together and putting your energy into attacking the problem instead of each other, you create an atmosphere where everyone feels valued and respected...and everyone wins!

"If there is any one secret to success, it lies in the ability to get the other person's point of view and see things from that person's angle as well as from your own." - Henry Ford