

Conflict Resolution  
Winter 2021  
Pastor Sharan Trotter



Blessed are the peacemakers, for  
they will be called children of God.

Matthew 5:9

Session 2  
Conflict Resolution Styles

**Key Scripture**

If it be possible, as much as lieth in you, live peaceably with all men” (Rom 12:18 KJV).

**Instructional Overview****Big Ideas**

- God, the perfect peacemaker, wants His people to be instruments of peace and reconciliation to represent the character of Christ.

**Essential Questions**

- In a world of conflict, how do you actively pursue peace?
- Which conflict resolution styles support resolving conflict biblically?

**Learning Outcomes**

- Connect peacemaking attributes with resolving conflict in the analysis of scenarios.
- Identify and explain the three dimensions of peace related to assigned verses in small groups.
- Identify one's conflict resolution style via the Kraybill Inventory and discuss its application in peacemaking.

### Paired Discussion

Questions:

- How do you define “Golden Result”?
- Briefly, share one heart transforming principle taught in the reading.

Notes:

### Peacemaking

**Wisdom:** Seek wisdom that comes from God (Jas 3:17)

**Love:** Speaks truth in love to uplift (Eph 4:29)

**High Expectations:** “with God all things are possible” (Mark 10:27c)

**Humility:** Pursues reconciliation at the risk of their own comfort (Phil 2:3).

**Repentance:** Changes way of thinking, seeks God’s purpose (Acts 17:30)

### Scenario Analysis

#### Directions

- Working in pairs, identify conflict within the below provided scenario.
- What attributes of a peacemaker did Julia fail to demonstrate, how did it affect Marilyn, and consequently what resulted in the interaction between the two women.

#### Unintentional Conflict

Julia works at clinic specializing in occupational, physical, or speech therapies for young adults with cerebral palsy. She just finished a certification for Marilyn, a young adult--age 18. Marilyn has some difficulty speaking and uses a wheelchair for mobility.

As they headed toward the door, Marilyn said something to Julia. Julia replied, “I’m sorry, I didn’t understand what you said.” So, Marilyn repeated her comment in a louder voice. Looking a bit flustered, Julia said, “Okay, well, maybe we can talk about that the next time.” Julia reaches for the door and said, “Let me get that for you.” Marilyn, at the same moment, angrily pushes the button for the automatic door and rolls away. Julia walks back to her office feeling embarrassed.

Lecture  
Three Dimensions of Peace



Peace with God

- Repentance
- Accept Jesus paid the penalty for our sin
- Salvation
- Holy Spirit
- Study the Word
- Prayer
- I Pet 2:24-25



Peace with others

- God created man in His image
- Love your neighbor
- Unity-goodwill, harmony, understanding
- Rom 12:18



Peace within yourself

- Gift from God
- Internal peace: a by-product of righteousness
- Pursue peace with God and others
- Isa 32:17

Ken Sande. (2006). *The peacemaker: Biblical guide to Resolving Conflict*. Grand Rapids, MI: Baker Books.

### Group Scriptural Analysis

#### Directions

- Working in groups on chart paper, select the key words, key phrases, and key thoughts in the assigned verse.
- Next, discuss how the assigned verses relate to conflict resolution.
- Finally, reflect on how the verses support having peace with God, self, and others.
- Groups will report out. Groups may use chart paper to record highlights from discussion.

#### Verses

Group 1: Phil 2:4-8

Group 2: Rom 5:1-4

Group 3: 1 John 3:21-24

### Kraybill Inventory

#### Directions

- Students take Kraybill Inventory to assess conflict resolution style. Complete inventory and analyze data.
- Discuss styles.

### Lecture

# Conflict Resolution Styles

Accommodating	Avoiding	Collaboration	Competing
cooperate at your own expense, work against your own goals, objectives	avoid the issue, sometime, "hope is not a strategy", not a good long term strategy	"win-win," a high-degree of trust, requires a lot of time and effort to get everyone on same page	"win-lose," assertive, not seeking cooperation, at the expense of others

**Closing**

- Questions & Homework
- Closing thoughts
- Prayer



## **Conflict Resolution 2021 — Homework, Session 2**

**Due February 4, 2021**

### **Part A. Readings**

*The Peacemaker, Part Three* by Ken Sande. Please be prepared to share highlights from the reading that spoke to your heart!

### **Part B. (500-700 words) Three Dimensions of Peace Essay**

Describe how the three dimensions of peace guide a leader in resolving conflict in ministry situations. Support your key points with scripture. Include one quote from the book.

### **Part C. (500 words) Life Application Essay**

Reflect on the following question: Write an essay explaining why a church elder must have internal peace. Support your key points with scripture. Include one quote from the book.