

Activity: POSSITIVE SPIN

Addresses: Conflict Resolution

Aims/Intended Learning Outcomes:

- To change our perspective on conflict
- To consider the positive aspects of conflict

Time required: 20 to 40 minutes

Group size: Any

Context/setting: In the classroom - On the campus - In the Halls of Residence - Outdoors

Description/Procedure:

Split large groups into smaller teams of four to seven (having at least three teams is desirable). Have each team send a member up to collect their supplies, which consist of a sheet of flip-chart paper, some assorted markers, pens.

Tell the teams that they are to write their definition of *conflict*. Their challenge is to define *conflict* without using negative terms. Once team members agree on a definition, have them write it on their flip-chart paper along with an illustration. Before the group presentations and discussion, have each team answer the debriefing questions on the handout.

After all teams are finished, have the teams present their ideas to the group. Hang up the flip-chart pages on the wall of the room for the duration of the training day.

Discussion Questions

1. How does the definition of conflict affect the way we think about conflict?
2. What are some negative consequences of conflict?
3. What are some positive outcomes of conflict?
4. List four potential positive outcomes of conflict in an organization.

Materials needed: Flip-chart paper, markers, pens. Discussion Questions handout (provided) for each team

Inspired by: The Big Book of Conflict Resolution Games.,by Mary Scannell. Mc Grow Hill, 2010.

Any other comments: Whenever possible, refer to the teams' definitions during the debriefing discussions.