

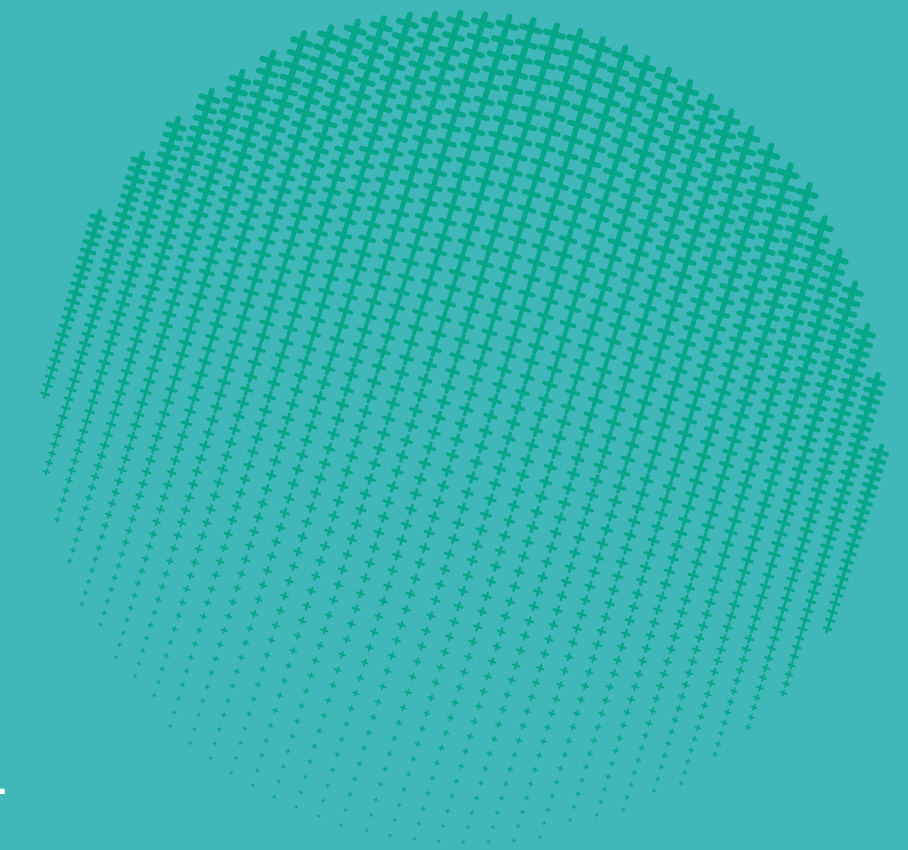
# NURTURING HEALTHY CONFLICT RESOLUTION STRATEGIES

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# Introduction

Conflict – State of disagreement or opposition between individuals or groups.

Arises from differing opinions, values, interests, or needs

It involves a clash of perspectives, ideas, or goals that can manifest emotionally, verbally, or behaviorally

Conflicts can also be intrapersonal where one may feel that they have done or acted contrary to existing values and beliefs

Conflict is a natural and inevitable aspect of human interaction, occurring in various settings such as relationships, workplaces, and communities.

While conflicts can lead to tension and challenges, they also present opportunities for growth, understanding, and the development of effective problem-solving skills when approached and managed constructively.

*"Peace cannot be kept by force; it can only be achieved by understanding." — Albert Einstein*

# Situations leading to conflicts between Parents and teenagers.

- ✓ **Curfew and Independence:** Differences in opinions on curfew times and the level of independence a teenager should have can lead to conflicts.
- ✓ **Academic Expectations:** Disagreements about study habits, academic performance, and expectations for educational achievements may cause tension.
- ✓ **Screen Time and Technology Use:** Conflicts can arise over the appropriate amount of screen time, online activities, and responsible use of technology.
- ✓ **Socializing and Peer Influence:** Parents and teens may clash over the choice of friends, social activities, and the influence of peers on the teenager's behavior.
- ✓ **Household Chores and Responsibilities:** Conflicts may occur when discussing expectations around household chores, responsibilities, and contributing to the family environment.



- ✓ **Personal Space and Privacy:** Teenagers often seek more personal space and privacy, leading to conflicts with parents who may perceive it as secrecy.
- ✓ **Clothing and Appearance:** Differences in opinions on clothing choices, hairstyles, and personal appearance can be a source of disagreement.
- ✓ **Decision-Making and Independence:** Teens may desire more autonomy in decision-making, causing conflicts with parents who are balancing the need for independence with their responsibility as caregivers.
- ✓ **Communication Styles:** Variances in communication styles, such as how much information is shared or the tone used, can lead to misunderstandings and conflicts.
- ✓ **Values and Beliefs:** Differences in values, beliefs, or cultural expectations may result in conflicts between parents and teenagers as they navigate individual identities within the family context.



# Why sweep conflicts under the carpet?

**Avoidance of Confrontation:** Many individuals, both parents and teenagers, may fear confrontation or uncomfortable discussions. Addressing conflicts requires facing challenging emotions and potential disagreements, which some find daunting.

**Fear of Strained Relationships:** Both parents and teenagers may worry that addressing conflicts directly could strain their relationship further. The fear of damaging the parent-teen bond or making the relationship more tense can lead to avoidance.

**Lack of Communication Skills:** Some individuals, both parents and teenagers, may lack effective communication skills necessary for navigating conflicts constructively. The uncertainty of how to express feelings or concerns without escalating the situation can contribute to avoidance.

**Cultural or Family Norms:** Cultural or family norms that discourage open discussions about conflicts may influence the preference for sweeping issues under the carpet. In some cultures, there may be an emphasis on maintaining harmony and avoiding public disagreements.

**Power Dynamics:** Power imbalances within the parent-teen relationship can deter open communication. Teens may fear negative consequences if they express their feelings, and parents may worry about losing control or authority.

**Time Constraints:** Busy schedules and hectic lifestyles may lead both parents and teenagers to prioritize immediate tasks over addressing conflicts. The perceived lack of time for a meaningful discussion can contribute to avoidance.

**Unawareness of Resolution Strategies:** Some parents and teenagers may not be aware of effective conflict resolution strategies. The absence of knowledge on how to address conflicts constructively may result in avoidance.

**Belief that Conflicts Will Resolve Themselves:** There's a common misconception that conflicts will naturally resolve over time without active intervention. This belief may lead individuals to wait for issues to dissipate on their own, rather than proactively addressing them.

# Impact of unresolved conflicts on Parents

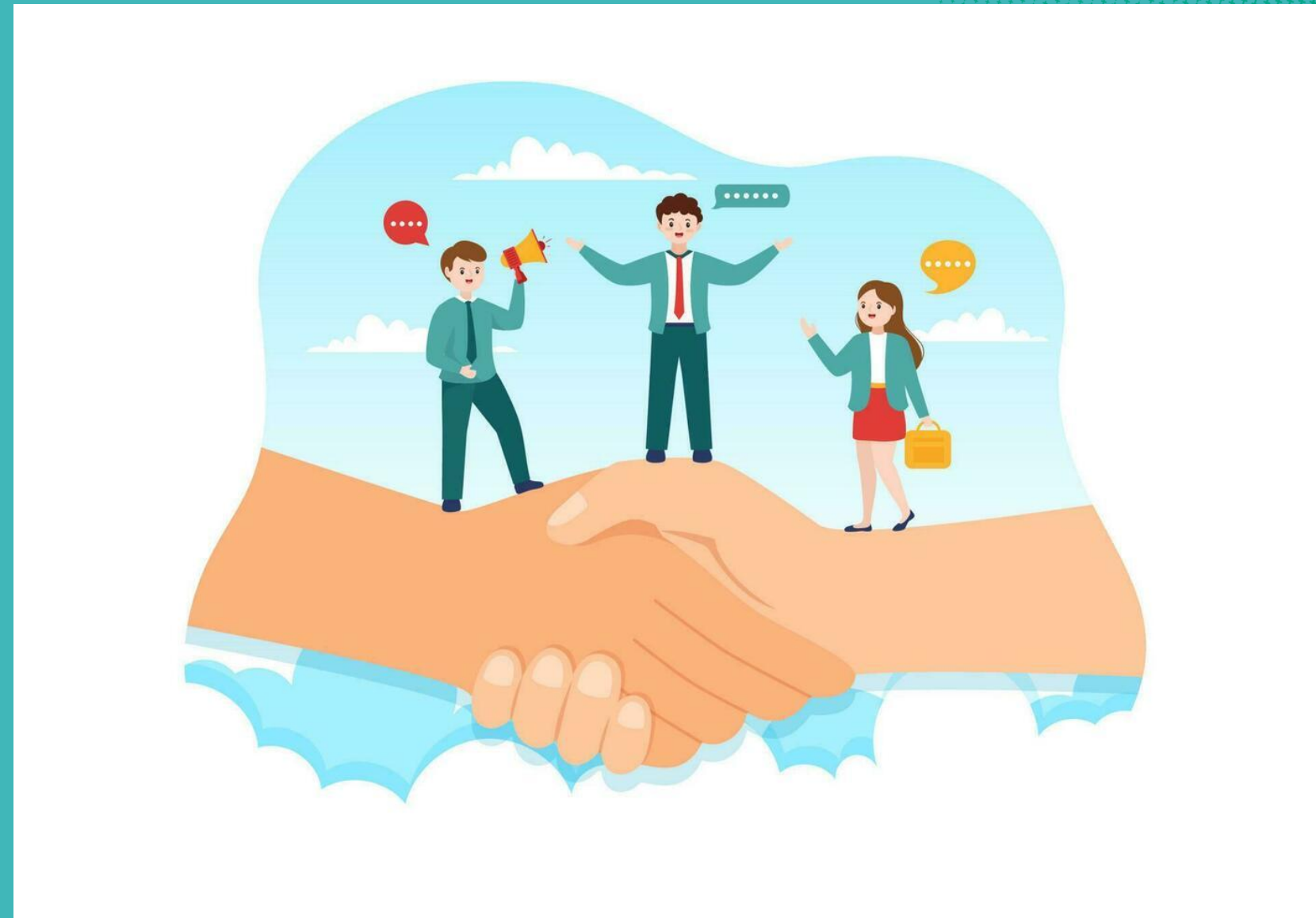
Unresolved conflicts between parents and teenagers can have specific impacts on both parties, influencing their emotional well-being, relationship dynamics, and overall family harmony. Here are some key impacts:

- ✓ **Stress and Anxiety:** Parents may experience heightened stress and anxiety when conflicts with their teenagers remain unresolved. The ongoing tension can take a toll on their emotional well-being.
- ✓ **Feelings of Helplessness:** Inability to resolve conflicts may lead to a sense of helplessness among parents, especially if they feel disconnected or misunderstood by their teenagers.
- ✓ **Strained Parent-Teen Relationship:** Unresolved conflicts can strain the relationship between parents and teenagers, creating a gap in communication and understanding.
- ✓ **Parental Guilt:** Parents may experience feelings of guilt, questioning their effectiveness as caregivers if conflicts persist without resolution.
- ✓ **Impact on Parenting Confidence:** Persistent conflicts can erode parents' confidence in their ability to navigate challenges and effectively communicate with their teenagers.



# Impact of Unresolved Conflicts on Teenagers

- ✓ **Emotional Distress:** Unresolved conflicts can contribute to emotional distress for teenagers, leading to feelings of frustration, anger, or sadness.
- ✓ **Strained Family Relationships:** Persistent conflicts may strain relationships within the family, impacting the overall household atmosphere and creating a sense of instability.
- ✓ **Negative Coping Mechanisms:** Teens may develop negative coping mechanisms, such as withdrawal or engaging in risky behaviors, as a response to ongoing conflicts.
- ✓ **Impact on Academic Performance:** The emotional burden of unresolved conflicts can affect a teenager's focus and concentration, potentially impacting their academic performance.
- ✓ **Risk of Behavioral Issues:** Long-standing conflicts without resolution may contribute to the development of behavioral issues in teenagers, as they may struggle to express themselves constructively.
- ✓ Addressing conflicts promptly, using effective communication, and seeking resolution can help mitigate these impacts,



# Factors that contribute to effective conflict resolution

Resolving conflicts amicably requires a collaborative effort from both parties involved.

Effective conflict resolution involves:

- ✓ **Active Listening:** Both parties should practice active listening to understand each other's perspectives without interruptions or immediate judgments. This fosters empathy and a deeper comprehension of each other's feelings.
- ✓ **Open Communication:** Creating an open and honest communication environment encourages the expression of thoughts and feelings. Clear and respectful communication helps in finding common ground and shared solutions.
- ✓ **Empathy:** Developing empathy involves recognizing and understanding the emotions and concerns of the other party. It's essential for creating a sense of connection and mutual understanding.
- ✓ **Flexibility:** Being open to different viewpoints and willing to consider alternative solutions is crucial. Flexibility allows for compromise and finding middle ground that satisfies both parties.
- ✓ **Respect:** Maintaining respect for each other, even during disagreements, is vital. Respectful communication and acknowledgment of each other's worth contribute to a healthier resolution.



# Factors that contribute to effective conflict resolution *cont..*

- ✓ **Clarification:** Seeking clarification on misunderstandings helps avoid assumptions and ensures that both parties have a clear understanding of the issues at hand.
- ✓ **Collaborative Problem-Solving:** Rather than focusing on blame, both parties should collaborate to find solutions to the problem at hand. This approach encourages a sense of teamwork and shared responsibility.
- ✓ **Time-Outs:** If emotions run high, taking a temporary break can be beneficial. A brief time-out allows both parties to cool off and approach the situation with a clearer mindset.
- ✓ **Solution-Oriented Approach:** Focusing on finding solutions rather than dwelling on the conflict itself helps move the conversation forward positively.
- ✓ **Compromise:** Both parties may need to make concessions to reach a resolution that accommodates the needs and concerns of everyone involved. Compromise is a key element in resolving conflicts amicably.



# Key steps to resolve conflicts effectively



## Identification of the Issue:

- Clearly define the specific issue or problem causing the conflict.
- Ensure that both parties have a mutual understanding of what needs to be resolved.



## Open Communication:

- Create a space for open and honest dialogue.
- Encourage both parties to express their thoughts, feelings, and concerns without interruption.



## Active Listening:

- Practice active listening to understand the other person's perspective.
- Reflect on what is being communicated to ensure clarity and comprehension.

# Key steps to resolve conflicts effectively *cont..*



## **Empathy Building:**

Foster empathy by acknowledging the emotions and concerns of the other party.  
Recognize and validate each other's feelings, even if there are differing opinions.



## **Generation of Solutions:**

Brainstorm potential solutions together.  
Encourage creative thinking and consider various options that may address the needs of both parties.



## **Evaluation of Solutions:**

Assess the pros and cons of each proposed solution.  
Discuss the possibility and potential outcomes of each option.



## **Agreement on a Resolution:**

Work towards a mutually agreeable resolution.  
Ensure that both parties feel satisfied with the proposed solution.

## Key steps to resolve conflicts effectively *cont..*



### **Implementation of the Solution:**

Develop a plan for implementing the agreed-upon solution.

Clearly outline any actions or changes that need to occur.



### **Follow-Up:**

Schedule a follow-up to evaluate the effectiveness of the resolution.

Discuss any adjustments or modifications needed to maintain a positive outcome.

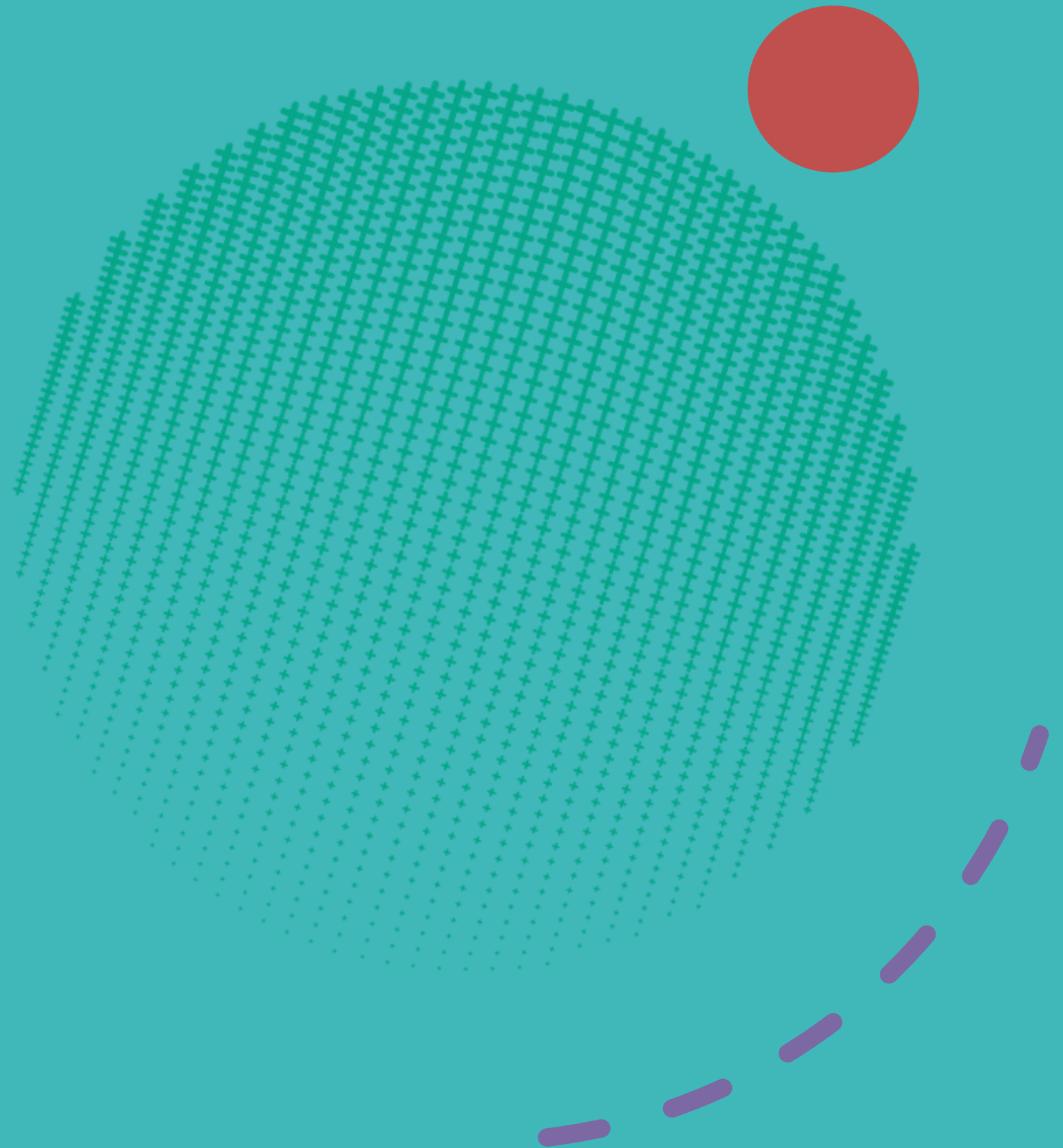


### **Closure and Reconciliation:**

Conclude the process on a positive note by emphasizing the importance of the relationship and expressing gratitude for the efforts put into resolving the conflict. This helps in reinforcing a positive atmosphere moving forward.

# Conclusion

Remember that the effectiveness of conflict resolution often depends on the willingness of both parties to actively engage in the process and collaborate towards a solution. Open communication, empathy, and a solution-oriented mindset are key components in achieving successful conflict resolution.



**THANK YOU**

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