Conflicts Resolution Process

Small Circle:
Talk to the person (or with a friend)

Medium Circle:
Ask a couple other people* to support you with a circle. Pick someone to facilitate the circle and ask the guiding questions.

* Suggested 2-4 people

Large Circle:
Fill out a Culture Creation form. Attend the coming weeks Culture Circle.*

Pick someone to facilitate the circle using the guiding questions.

* There can be other reasons to fill out CC form. Conflict is just one of the reasons.

Guiding questions for facilitating Conflict Resolution circles:
1) What happened?
2) How do you feel about what happened?
3) What do you need to move forward?
4) What are you asking for and agreeing to do?
Conflict Resolution Process

Stop.
Take a breath.
Call on circles to get the support you need.

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CONFLICT RESOLUTION

1. **What happened?**
   - All people involved have an opportunity to share their experience
   - Facts not judgements

2. **How do you feel about what happened?**
   - All people involved have an opportunity to share their feelings and be heard

3. **What are your needs?**
   - All people involved state their needs

4. **What agreement can we make?**
   - Make a plan that meets each person's needs and an agreement to hold accountability