

# Constructive Conflict Exercise



## Teaching Note

### **Materials Needed:**

Two to three people

### **Exercise Overview:**

This exercise is designed to give people an opportunity to tell others about their experiences resolving conflict constructively. By sharing a personal story about how they helped deal with a conflict constructively they are also explaining how they have acted as Thirdsiders without even knowing it.

### **Purpose of the Exercise:**

The purpose of this exercise is to instill confidence in people that they can be Thirdsiders. In fact, they are already Thirdsiders and just don't know it. The exercise is done for consciousness raising purposes and to give people a chance to interact with fellow participants.

Note: This exercise should be done early in any training, workshop, or course.

### **Exercise Time required:**

7 minutes per person to tell their story

### **Total time:**

15 minutes for two people, 20-25 minutes for three people

### **Detailed instructions for running the exercise:**

- Ask participants to get in dyads or triads (the latter being preferable so they can hear a few different stories)
- Tell them they each have 7 minutes to briefly explain a conflict that they helped deal with constructively – whether their own, a friend's, a family member, a coworker, etc...
- They should present the scenario, describing the context and parties involved, and then shift to how things ultimately got constructively managed.

### **General Debrief:**

A thorough debriefing is not necessary. The sharing of the stories and the interaction between participants is what is important. However, what is useful to do is highlight that the purpose of the exercise is to exhibit that they have already resolved conflict constructive in their life. As such, they are already Thirdsiders!