



INTEGRATE TO LIVE

Restore Resilience. Cultivate Community. Impact your World

Week 30 Transcript: Values Based Conflict

Today, we continue our exploration of healthy ways to engage in conflict. I have found that many of the conflicts I've experienced, or helped others resolve, are based in a clash of values. One, or both individuals, are not honoring the other person's values.

A value is anything that is important to us and brings worth and meaning to our lives. We don't always recognize values because they're so inherent and essential to who we are. They are intrinsic in our design, so unless we take the time to reflect on them, they may go undefined.

Many conflicts involve someone unintentionally dishonoring a value. We may feel something is very important to us, so we believe everyone should think it's important, as well. But, not everyone shares the same set of values.

Understanding that our personal set of values may not be shared by others allows us to move toward conflict with acceptance and curiosity.

Engaging in conflict with acceptance is embracing the idea that people who don't share our values may disregard something very important to us without intending to. And, oftentimes, don't have any awareness that they did.

The same is true for us. We will inadvertently create conflict in the same way. When we accept that this is likely going to happen we can pause and get curious about the conflict.

Engaging in conflict with curiosity is taking a step back and noticing the value we hold that the other person may not. Then, exploring if there is a value that they have that we may not be honoring. It's as simple as being curious about what's important here that we might not be seeing or understanding.

This process requires some inquiry. But, when we get curious about the conflict dynamics, as it relates to values, we turn the conflict into a collaboration. Together, we can work toward a win-win solution.



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For example, you could say to a co-worker, “I noticed you were upset with me when I arrived late to our meeting. What’s important to you about me showing up on time?”

You may have already made up all kinds of stories about how this person is a “control freak” or a “time management disciplinarian”. So, you may be surprised to learn that when you’re late they feel a breach in trust and they don’t know if your word is trustworthy or reliable.

Or, that integrity is important to them and you said you’d be there at 9 and then you weren’t. It may bother them that you don’t do what you say you are going to do.

Conversely, they may feel more comfortable and confident with someone from their team at the meeting, even though they are the ones responsible for presenting the material.

The clash in values may vary from trust to integrity to camaraderie to team work. You may not feel that arriving late to a meeting is a violation of these values, but now you know that they do.

More often than not, you’ll learn something new about this person and deepen your compassionate understanding of where they’re coming from. From here, you can make a choice to honor the value or not. Or, collaborate on a counter offer.

This conversation goes both ways. And, clarifying our values helps us create healthy boundaries for ourselves.

If you find that you are consistently frustrated in a certain situation at work, are feeling defeated or disempowered in a specific relationship or are annoyed with yourself, ask the same question – “What’s important to me that isn’t being honored at work, in this relationship or through my own choices?”

It’s important to note that sometimes we are the ones crossing our own boundaries and making allowances for things that are against our core values. Going through the same inquiry process will help us discover the value we are not honoring within ourselves and move toward resilient choice and action in response.



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We will take a deeper dive into values a little later in the program, but for now practice inquiring about what's important to those you are in relationship with and collaborate on ways to honor each other's values. You don't have to share someone's value to choose to honor it.

Be sure to download the action guide to support your process this week. I'm certain you'll have some new discoveries and I look forward to connecting with you all around it.