

7 Advantages of Conflict Resolution Coaching

This 5-page article outlines the benefits of hiring a coach to confidentially gain skills to solve the work or personal issues.

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7 Advantages of Conflict Resolution Coaching

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Introduction

The advantages of hiring a coach as you attempt to resolve conflict on your own are numerous. Coaches fill many roles, and they are not always dispute specific, meaning that the coach's role doesn't necessarily need to be specifically one of conflict negotiator or mediator. The role a coach fills may be that of an ongoing motivator, an advisor, a personal consultant, or some combination of thereof. Ultimately however, what a coach does is offer valuable tools to help you resolve conflict in healthy ways. These tools can prove valuable in any area in which you must manage conflict or tension. This article outlines the advantages of hiring a coach to confidentially assist you as you solve stressful issues, deal with life's challenges, and have the kind of work and personal life you know you deserve.

The 7 advantages

The seven advantages discussed below relate to

1. Confidentially exploring feelings, interests, and what you may have at stake
2. Building and sustaining relationships
3. Understanding the limits to different relationships
4. Gaining conflict resolution skills
5. Maintaining long term relationships
6. Reducing tension, and
7. Increasing empathy for different styles of thinking and behaving.

1. Confidentially exploring feelings, interests, and what you may have at stake

Many individuals know that they are experiencing a difficult situation with a boss, colleague, friend or partner but they do not know how to resolve it collegially.

Sometimes individuals spend time blaming themselves when the situation was not created by them. Other time individuals can state the issue and they know what needs to be done to re-establish harmony but they doubt their own competencies. When you hire a confidential coach, you are giving yourself a gift. This person provides the opportunity for you to fully explore your feelings, interests, and what you have at stake in the conflict.

Your coach offers tools to help you learn how to get in touch with and express your feelings accurately. This is critical if you are not sure how you are feeling, if you vacillate between feelings, or are afraid of your feelings. Do you explode or bottle up your feelings?

Either reaction can be damaging to a long-term relationship. The tools your coach offers can help you express yourself effectively for a given situation. She can teach tools to identify your feelings and use constructive “feeling” words to express yourself. In the end, you may realize you have feelings and interests as they pertain to the conflict that you didn’t know you had. You may come to realize that some things are either more or less important than you had previously thought they were. Learning how to get in touch with what you feel also helps you determine what you have at stake in the conflict, whether you want to remain in the situation and how to sustain a positive relationship.

2. Building and sustaining relationships

In order to build and sustain relationships in more effective and healthy ways, it is imperative to understand the other party's interests. This means being open to changing your view and critically analyzing the benefit of your perception. When you complete this work you are in a position to find common ground and seek more creative solutions. This builds a shared power dynamic instead of an adversarial one. Also, you realize that the other party may have different expectations for the relationship than you do.

3. Understanding the limits to different relationships

It is possible that your idea of what the relationship should look like and the other person's perceptions may be quite different. When you work with a coach you begin to determine the advantages and disadvantages associated with your expectations and the advantages and disadvantages associated with the other party's beliefs. You will learn to compromise, set mutual limits, and determine what the actions you need to take to respect those parameters. These skills are also invaluable in many other settings.

4. Gaining conflict resolution skills

There are ways to diminish, resolve or avoid conflict. Your coach assists you to learn those valuable tools in order to resolve conflict in healthy ways. She can assist you to overcome shyness, avoid becoming tongue-tied when tense, and to control anger. These tools aid you to say what you mean and mean what you say without resorting to any negative tactics. You will feel less tense and be fully aware of the potential reactions you can expect, and how to deal with each possible scenario. As you integrate these tools into your daily life, managing conflict constructively becomes easier. Personal relationships become healthier because you better understand yourself and other.

5. Maintaining long term relationships

Unfortunately, there are times when we cannot get people out of our lives. We need to improve our long-term relationships through healthy conflict resolution. Hiring a coach will help you boost your self-confidence and assist you as you build and sustain constructive long term relationships. Perhaps two of the greatest tools coaches offer is effective anger management assistance and how to say what you mean and stick to what you want. When you are less stressed, you are able express yourself, focus less on blaming and place more effort on how to most effectively solve the problem.

6. Reducing tension

Tension reduction tools are essential to integrate into your daily life. As stated earlier, when you are able to manage conflict your personal relationships becomes healthier. Your coach helps you see that conflict is a normal part of any relationship, and that addressing conflict constructively actually helps strengthen a relationship. Additionally, sessions with a coach will provide you with the opportunity to consider how your tension, or unexpressed/expressed anger, or other issues relating to your dispute resolution style may be contributing to unproductive interactions and outcomes. As you gain confidence, your ability to empathize with others increases.

7. Increasing empathy for different styles of thinking and behaving

Different people have different ways of thinking and behaving. Some styles can really irritate us while we will really like others. For example, some people talk to think while others need time to think before they can discuss an issue. Certain people like to do things by the book while others need to do things their way. Selected people need details and others find details irritating. When you work with your coach, she will assist you to identify your style and strengths, and the things about your style that can frustrate others. She will also assist you to identify the characteristics in others which are just part of their style. No matter how hard you try, others are not going to be able to permanently change their way of being.

Further, your coach helps you see that the issues in a conflict are separate from the personalities and feelings. This doesn't mean that conflict is devoid of emotion, but your coach offers tools to help you approach the conflicts in your life by taking them less as personal slights. You begin to see that the other person involved in the conflict may not be an adversary who is out to get you. There may be compromises to adapt to the other party's style and improve the level of harmony. You begin to see ways to cooperate and collaborate.

Final Comment

In short, hiring a coach as you attempt to resolve conflict on your own has numerous advantages. It can result in overall positive outcomes as you gain valuable conflict resolution tools. These tools aid as you manage conflict and sustain long-term relationships. You learn to fully understand how your interests are similar to those of the other party. You tend to be less tense and life becomes easier.